

Tata Kelola Perusahaan

Good Corporate Governance

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I. PENDAHULUAN

Komitmen PT Bank JTrust Indonesia Tbk.

Tata kelola perusahaan yang baik (*Good Corporate Governance*, selanjutnya disebut "GCG") merupakan cara atau mekanisme yang diimplementasikan oleh organ perusahaan dan jajaran dibawahnya sebagai bagian utama dari "*governance structure*", dengan didukung ketersediaan dan kesiapan infrastruktur lainnya untuk melakukan proses (*governance process*) dalam menjalankan fungsi dan tugasnya dengan baik. Hal ini merupakan komitmen PT Bank JTrust Indonesia Tbk dalam menerapkan pelaksanaan GCG dengan mengutamakan prinsip moral dan etika serta praktik bisnis perbankan yang sehat sesuai dengan ketentuan yang berlaku, sehingga dapat dicapai suatu hasil (*governance outcome*) yang sesuai dengan prinsip-prinsip/asas GCG dengan menjalankan praktik bisnis perbankan yang sehat, transparan dan konsisten dengan peraturan perundang-undangan. Terdapat dua hal penting dalam penerapan GCG, yaitu etika dan peraturan. Etika (*ethical driven*) merupakan kesadaran pelaku bisnis untuk menjalankan praktik bisnis mengutamakan kelangsungan hidup perusahaan, kepentingan *stakeholders*, dan menghindari cara-cara menciptakan keuntungan sesaat, dimana perusahaan patuh terhadap peraturan perundang-undangan yang berlaku (*regulatory driven*).

Etika dan perilaku merupakan pilar terpenting dalam membangun suatu budaya perusahaan yang bertanggung jawab. Oleh karenanya standar dan perilaku bisnis serta tingkah laku pribadi yang etis ditetapkan dalam Buku Etika Korporasi Perusahaan yang berlaku untuk seluruh karyawan dan manajemen tanpa terkecuali. Terdapat tiga pilar yang saling berhubungan dalam penerapan GCG, yaitu negara dan perangkatnya sebagai regulator, dunia usaha sebagai pelaku pasar, dan masyarakat sebagai pengguna produk dan jasa dunia usaha. Penerapan regulasi serta prinsip dasar *Good Corporate Governance* pada industri perbankan merupakan persyaratan utama dalam rangka untuk melindungi kepentingan semua pihak (*stakeholders*) dan juga kami senantiasa memperhatikan kepentingan dan melindungi semua pihak, serta bebas dari benturan kepentingan (*conflict of interest*).

I. FOREWORD

The Commitment of PT Bank JTrust Indonesia Tbk.

Good Corporate Governance, simply referred as "GCG" is a method or mechanism implemented by the corporate organ and all ranks in its substructure as the key component of the "governance structure," supported by the availability and readiness of other infrastructures to carry out the governance process in performing its functions and duties appropriately. This is the commitment of PT Bank JTrust Indonesia Tbk. in implementing GCG by prioritizing moral and ethical principles as well as sound banking business practices in line with the prevailing regulations. Therefore, the appropriate delivery of governance outcome which match the GCG principles by engaging in sound and transparent banking business practices, consistent with the laws and regulations. There are two key components in GCG implementation, namely ethics and regulations. Ethics are awareness of business actors to engage in business practices which prioritize the company sustainability, interests of stakeholders, and avoiding methods of creating instant profitability. The company complies to the prevailing laws and regulations (regulatory driven).

Ethics and behaviors are critical pillars in building responsible corporate culture. Therefore standards and business behaviors as well as ethical personal behaviors have to be established in the Codes of Corporate Ethics applicable to all ranks of employees and management without exemption. There are three intertwined pillars in implementing GCG, namely the state and its apparatus as the regulator, business world as market actors, and member of the general public as the users of products and services provided by the business world. Implementation of regulations and basic principles of Good Corporate Governance on banking industries are the key requirements in conjunction with the protection of all stakeholders' interests while we also consistently pay attention to the interests and protect all parties, as well as free from conflict of interests.



Pelaksanaan GCG PT Bank JTrust Indonesia Tbk mengacu pada standar industri perbankan secara umum, dengan berpedoman pada berbagai ketentuan dan peraturan perundang-undangan meliputi:

- Peraturan Bank Indonesia Nomor 8/4/PBI/2006 tanggal 30 Januari 2006 tentang Pelaksanaan *Good Corporate Governace* bagi Bank Umum,
- Peraturan Bank Indonesia Nomor 8/14/PBI/2006 tanggal 5 Oktober 2006 tentang Perubahan atas Peraturan Bank Indonesia Nomor 8/4/PBI/2006 tanggal 30 Januari 2006 tentang Pelaksanaan *Good Corporate Governance* bagi Bank Umum,
- Surat Edaran Bank Indonesia Nomor 15/15/DPNP tanggal 29 April 2013 perihal Pelaksanaan *Good Corporate Governance* Bagi Bank Umum,
- Peraturan Otoritas Jasa Keuangan/Badan Pengawas Pasar Modal dan Lembaga Keuangan (Bapepam dan LK) tentang Penyampaian Laporan Tahunan Emiten atau Perusahaan Publik,
- Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas,
- Ketentuan The ASEAN Corporate Governance Scorecard yang merupakan standar dan praktik *Corporate Governance* pada negara-negara ASEAN, maupun praktik-praktik terbaik (*best practices*) yang berlaku.

Pelaksanaan GCG PT Bank JTrust Indonesia Tbk yang berlandaskan pada prinsip-prinsip/asas GCG sangat penting dilakukan dalam upaya untuk meningkatkan kepercayaan

The implementation of GCG at PT Bank JTrust Indonesia, Tbk. refers to banking industry standard in general, by following on the guideline of various regulations as well as laws and regulations covering:

- The regulation of Bank Indonesia No. 8/4/PBI/2006 of 30 January 2006 on the Implementation of Good Corporate Governance for Commercial Bank.
- The regulation of Bank Indonesia No. 8/14/PBI/2006 of 5 October 2006 on the Amendment of the Regulation of Bank Indonesia No. 8/4/PBI/2006 of 30 January 2006 on the Implementation of Good Corporate Governance for Commercial Bank.
- Circular Letter of Bank Indonesia No. 15/15/DPNP of 29 April 2013 on the Implementation of Good Corporate Governance for Commercial Bank.
- Regulation of Financial Services Authority/Capital Market and Financial Institutions Supervisory Agency (Bapepam-LK) on the Presentation of Issuer Annual Report or Publicly Traded Company,
- Law of the Republic of Indonesia No. 40 of 2007 on Limited Liability Company.
- Regulations on the ASEAN Corporate Governance Scorecard which are the standards and practices of Corporate Governance in ASEAN countries, as well as prevailing best practices.

The Good Corporate Governance implementation at PT Bank JTrust Indonesia, Tbk. is based on GCG principles and is crucial as part of the efforts in increasing public trust, enhancing

publik, meningkatkan kinerja, dan memaksimalkan nilai tambah bagi *shareholder* (*maximizing shareholder value*) dan menjamin terwujudnya sistem perbankan yang sehat secara umum. Hal ini bertujuan untuk mempertahankan kelangsungan usaha Bank yang sangat tergantung pada kepercayaan masyarakat yang harus tercermin pada kinerja dan pengelolaan Bank yang profesional serta kemampuan Bank mengelola risiko, serta transparansi pada masyarakat.

PT Bank JTrust Indonesia Tbk berkomitmen mengedepankan pelayanan yang lebih baik bagi nasabah (*customer*), pemegang saham (*shareholder*), serta pemangku kepentingan (*stakeholders*) lainnya, dengan melaksanakan prinsip-prinsip/asas GCG di setiap kegiatan usaha dalam upaya membangun organisasi Bank yang kompetitif dengan mutu sumber daya manusia yang handal dalam menjalankan dan mengembangkan bisnis Bank yang lebih baik. Hal ini merupakan upaya dalam mengimplementasikan “Visi dan Misi” sebagai langkah strategis dan fundamental Bank yang telah ditetapkan dan disosialisasikan secara rutin dan menyeluruh melalui kegiatan operasional dan budaya perusahaan. Sehubungan dengan perubahan kepemilikan bank berikut perubahan nama dan logo bank dari PT Bank Mutiara Tbk menjadi PT Bank JTrust Indonesia Tbk, maka juga telah diadakan pembaruan dan penetapan Visi dan Misi sebagai berikut:

Visi:

“Menjadi Partner Finansial yang terpercaya yang terus memberikan inovasi”

Misi:

- Terus menciptakan lingkungan bekerja yang mendukung orang-orang bermotivasi kerja tinggi
- Terus memberikan pengalaman perbankan yang baik melalui solusi yang ditujukan untuk masing-masing nasabah

Visi dan Misi Bank tersebut dipercaya dapat tercapai dengan menerapkan *corporate values* Speed - Change - Action, yang penjabarannya sebagai berikut:

Speed:

“Satu langkah lebih maju dibandingkan kompetitor dalam memberikan pelayanan tercepat”

Change:

“Menjadi *game changer* dalam industri perbankan”

Action:

“Berusaha untuk menjadi yang terbaik dengan memberikan performa maksimal”

performance, maximizing added values for shareholders, and ensuring the embodiment of sound banking system in general. The purpose is to maintain the Bank’s business continuity which very much depend on public trust as reflected by the Bank’s performance and professional management as well as its capacity to manage the risk in a transparent manner to the general public.

PT Bank JTrust Indonesia, Tbk. is committed to prioritize a more improved service for the customer, shareholder, as well as other stakeholders, by applying GCG principles in every business activity. The purpose is to build a competitive Banking organization with qualified and dependable human resources in performing and developing a better Banking business. This is a part of endeavor to implement the “Vision and Mission” as a strategic and fundamental step of the Bank as established and routinely as well as comprehensively socialized through operational activities and corporate culture. With respect to the transfer of bank ownership as well as changes in the name and bank logo from PT Bank Mutiara, Tbk. to PT Bank JTrust Indonesia, Tbk. then the following Vision and Mission have been redesigned and reestablished:

Vision:

“Being a Dependable Financial Partner Which Consistently Delivers Innovative Solutions”

Mission:

- Consistently create conducive working environment for highly motivated people.
- Consistently provide valuable banking experience through solution specifically tailored for each individual customer.

Credible and attainable Bank Vision and Mission by applying such corporate values as Speed - Change - Action, in which it is further described below:

Speed:

“One step ahead of the competitor in delivering timely services”

Change:

“Being the game changer in banking industry”

Action:

“Strive to be at the forefront in delivering maximum performance”

CORPORATE VALUES details

CORPORATE VALUES Details

	For Customer	For Company	For Community
Speed	The Fastest Service	Accelerate The Business	Leading in Community Development
	<ul style="list-style-type: none"> Quick response customer service Deliver the fastest banking service Always put customer first ahead of others 	<ul style="list-style-type: none"> Deliver work results on-time in any job given Do your work efficiently Give impact to boost company performance 	<ul style="list-style-type: none"> Be the first in developing community Plan your next activities for two steps ahead Be aware of changes & response the first
Change	Customer-Centric Innovation	Think Better Way	Create a New Banking Lifestyle
	<ul style="list-style-type: none"> Innovate new & better way of serving customer's banking needs Deliver unique banking experience like no other Change the paradigm in banking service 	<ul style="list-style-type: none"> Evaluate your work everyday & learn from your mistake Eager to grow and be better Be creative in day-to-day problem solving 	<ul style="list-style-type: none"> Show a new way to do banking to the community Be passionate to create changes in the banking community Set a new banking (saving & investment) mindset
Action	Provide The Best Solution and Experience	Challenge Something New	Contribute to The Community
	<ul style="list-style-type: none"> Deliver high quality service to customers Offer customers not only banking product, but banking solution & experience Address customer needs the best way 	<ul style="list-style-type: none"> Always develop personal capacity in banking Setting new higher standard in doing business periodically Pursue excellence in work 	<ul style="list-style-type: none"> Give positive contribution to the Community Be a good citizen & obey the law Care for the community welfare

Visi, Misi dan Corporate Values "Speed-Change-Action" sebagai budaya perusahaan yang membawa paradigma baru dalam industri perbankan harus membudaya dan meresap dalam diri setiap individu karyawan PT Bank JTrust Indonesia Tbk untuk diterapkan dalam melaksanakan tugas dan tanggung jawabnya.

Vision, Mission, and "Speed-Change-Action" Corporate Values as the corporate culture shall bring new paradigm in banking industry. They shall be adopted as the culture and be instilled into each individual staff at PT Bank JTrust Indonesia, Tbk. They should be applied in performing the duties and responsibilities.

Prinsip-Prinsip/Asas GCG

Pelaksanaan penerapan GCG di PT Bank JTrust Indonesia Tbk mencakup implementasi dari 5 (lima) prinsip dasar/asas GCG yang dikenal dengan istilah "TARIF" yakni: Transparansi (Transparency), Akuntabilitas (Accountability), Pertanggungjawaban (Responsibility), Independensi (Independency), dan Kewajaran dan kesetaraan (Fairness), sebagaimana ilustrasi gambar sebagai berikut:

GCG Principles

The GCG implementation in PT Bank JTrust Indonesia, Tbk. covers the implementation of 5 (five) GCG basic principles known in acronym as "TARIF" namely: Transparency, Accountability, Responsibility, Independency, and Fairness, as illustrated in the following:



1. Keterbukaan/Transparansi (*Transparency*)
Memiliki unsur pengungkapan (*disclosure*) dan penyediaan informasi secara tepat waktu, memadai, jelas, akurat, dan dapat diperbandingkan serta mudah diakses oleh pemegang saham dan pemangku kepentingan (*stakeholders*). Secara internal, Bank juga berkomitmen menerapkan keterbukaan informasi kepada para karyawannya, antara lain melalui transparansi proses pengambilan keputusan. Penerapan transparansi diperlukan agar Bank menjalankan bisnis secara obyektif, profesional, dan melindungi kepentingan konsumen.
2. Akuntabilitas (*Accountability*)
Memiliki unsur kejelasan fungsi dalam organisasi dan cara mempertanggungjawabkannya. Untuk memastikan akuntabilitas, maka fungsi, tugas, dan wewenang berbagai fungsi di dalam organisasi, serta pertanggungjawabannya, telah diatur dengan jelas sesuai dengan Pedoman Tata Kerja masing-masing fungsi sehingga kinerja semua bagian organisasi dapat dipertanggungjawabkan secara sehat/transparan dan terukur. Untuk itu Bank harus dikelola secara sehat, terukur dan profesional dengan memperhatikan kepentingan pemegang saham, nasabah, dan pemangku kepentingan lain. Akuntabilitas merupakan prasyarat yang diperlukan untuk mencapai kinerja yang berkesinambungan.
3. Pertanggungjawaban/Responsibilitas (*Responsibility*)
Memiliki unsur kepatuhan terhadap peraturan perundang-undangan dan ketentuan internal bank serta bertanggung jawab. Sebagai bentuk tanggung jawabnya, Bank berkomitmen untuk selalu mematuhi peraturan perundangan dan kebijakan internal yang telah ditetapkan serta Bank bertanggung jawab kepada masyarakat dan lingkungan. Responsibilitas diperlukan agar dapat menjamin terpeliharanya kesinambungan usaha dalam jangka panjang dan mendapat pengakuan sebagai warga korporasi yang baik atau dikenal dengan *good corporate citizen*.
4. Independensi (*Independency*)
Memiliki unsur kemandirian dari dominasi pihak lain dan objektivitas dalam melaksanakan tugas dan kewajibannya, atau dapat diartikan bahwa organ-organ Bank menjalankan kegiatannya secara mandiri dan objektif, serta menghindari dominasi pengaruh dari pihak manapun. Bank berkomitmen menjalankan usahanya secara independen agar organ-organ Bank beserta seluruh jajaran dibawahnya tidak saling mendominasi dan tidak dapat diintervensi oleh pihak manapun yang dapat mempengaruhi objektivitas dan profesionalisme dalam melaksanakan tugas dan tanggung jawabnya.

1. Transparency
Maintain elements of disclosure on timely information supply, sufficient, clear, accurate, and comparable manners as well as easily accessible by shareholders and stakeholders. Internally, the Bank is also committed to implement information transparency to its employees. These transparencies are represented among others through transparent decision making. Implementation of transparency is necessary in order to enable the Bank to engage the business in objective and professional manners while protecting the consumers' interests.
2. Accountability
Maintain clarity in functions within the organizations and methods of accountabilities. In order to ensure the accountabilities, all relevant functions, duties, and authorities of various functions within the organization as well as accountabilities have been clearly defined in line with the Procedure Guideline of each function. Therefore the performance of all departments within the organization may be transparently and measurably justifiable. In order to have such capability, the Bank shall be managed in healthy, measurably, and professional manners by taking into accounts the interests of shareholders, customers, and other stakeholders. Accountability is the necessary prerequisite to attain sustainable performance.
3. Responsibility
Maintain elements of compliance toward the laws and regulations and the internal regulations of the bank as well as show responsibilities. As a form of responsibilities, the Bank is committed to consistently adhere to the laws and regulations as well as internal policies defined. The Bank is responsible to the community and the environment. Responsibility is crucial in order to ensure the preservation of business continuity in a long term while being acknowledged as good corporate citizen or identified as good corporate citizen.
4. Independency
Maintaining elements of independency from the domination of other parties and objectivities in performing the duties and fulfilling the obligations, or in another words, the Bank perform its activities in independent and objective manners. It avoids the domination and influence from any other party whomsoever. The Bank is committed to run its business independently to enable the Bank's organs along with its entire ranks not to be dominate each other and not to be intervened by any party whomsoever which may affect the objectivity and professionalism in performing their duties and responsibilities.

5. Kewajaran (*Fairness*)

Memiliki unsur perlakuan yang adil dan kesempatan yang sama sesuai dengan proporsinya. Bank senantiasa memastikan agar hak dan kepentingan pemegang saham dapat terpenuhi serta pula memberikan perlakuan wajar dan setara kepada segenap pemangku kepentingannya (*stakeholders*).

Penerapan yang baik dari 5 (lima) prinsip dasar GCG tersebut akan mendukung pelaksanaan 4 (empat) bidang yang menjadi faktor utama penilaian Tingkat Kesehatan Bank (*Risk Based Bank rating*), yang secara berkelanjutan menjadi fokus perbaikan dan peningkatan antara lain: Penguatan Keuangan (*Capital & Earnings*), Perbaikan *Risk Profile*, dan perbaikan penerapan GCG dengan didukung pelaksanaan 5 (lima) prinsip dasar GCG dalam pengembangan Infrastruktur bisnis utama, dan penguatan *corporate image*.

11 (Sebelas) Faktor Utama dalam Pelaksanaan GCG

Sesuai dengan ketentuan Bank Indonesia bahwa pelaksanaan prinsip-prinsip GCG (TARIF) paling kurang harus diterapkan ke dalam 11 (sebelas) faktor utama dalam pelaksanaan GCG PT Bank JTrust Indonesia Tbk sebagai berikut:

1. Pelaksanaan tugas dan tanggung jawab Dewan Komisaris;
2. Pelaksanaan tugas dan tanggung jawab Direksi;
3. Kelengkapan dan pelaksanaan tugas Komite;
4. Penanganan benturan kepentingan;
5. Penerapan fungsi kepatuhan;
6. Penerapan fungsi audit intern;
7. Penerapan fungsi audit ekstern;
8. Penerapan manajemen risiko termasuk sistem pengendalian intern;
9. Penyediaan dana kepada pihak terkait (*related party*) dan penyediaan dana besar (*large exposures*);
10. Transparansi kondisi keuangan & non keuangan Bank, laporan pelaksanaan GCG & pelaporan internal;
11. Rencana strategis Bank.

Selanjutnya atas pelaksanaan prinsip GCG ke dalam 11 (sebelas) faktor utama dimaksud dilakukan melalui penilaian sendiri (*self assessment*). Pelaksanaan penilaian sendiri tersebut harus dilakukan secara komprehensif, terstruktur dan berlandaskan pada 5 (lima) prinsip dasar GCG (TARIF), serta dikelompokkan ke dalam *governance system* yang meliputi 3 (tiga) aspek *governance system*, yaitu: *governance structure*, *governance process* dan *governance outcome*, sebagai berikut:

5. Fairness

Maintain equal treatments and equal opportunities proportionately. The Bank consistently ensures that the rights and interests of the shareholders have been fulfilled as well as provides fair and equal treatments to the entire stakeholders.

Proper implementation of 5 (five) basic principles of GCG will support the implementation of 4 (four) components of key factors in rating the Bank's risks which continuously serve as the focus in the improvement as well as enhancements including Financial Enhancements (Capital and Earnings), Improvement in Risk Profile, and improvement in GCG implementation supported by 5 (five) basic principles of GCG in developing core business infrastructure development and enhancement of corporate image.

11 (Eleven) Key Factors in GCG Implementation

In line with the regulations of Bank Indonesia that the implementation of GCG principles ("TARIF") at the minimum shall be implemented into 11 (eleven) key factors in the implementation of GCG at PT Bank JTrust Indonesia, Tbk. as follow:

1. Implementation of Board of Commissioners' duties and responsibilities;
2. Implementation of Board of Directors' duties and responsibilities;
3. Auxiliary and implementation of Committee's duties;
4. Resolution of conflict of interests;
5. Implementation of compliance functions;
6. Implementation of internal audit;
7. Implementation of external audit;
8. Implementation of risk management including internal control system;
9. Fund provision to the related parties and provision of substantial amount of funds (large exposures);
10. Transparency of the Bank's financial and non-financial conditions, reporting, GCG implementation report and internal reporting;
11. The Bank's strategic plan.

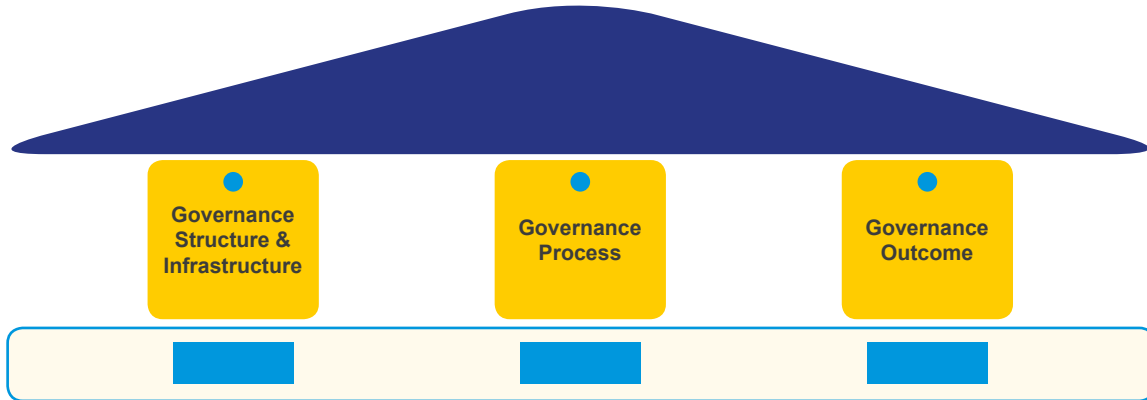
Subsequent to the implementation of GCG principles of the specified 11 (eleven) key factors are performed through self-assessment. The implementation of self-assessment shall be completed comprehensively, structured, and based on 5 (five) basic principles of GCG ("TARIF"). This is further grouped into *governance system*, which include 3 (three) aspects of *governance system*, namely *governance structure*, *governance process*, and *governance outcome*. The following paragraphs illustrate the aspects above:

Governance System

Untuk mewujudkan prinsip-prinsip TARIF tersebut maka dibangunlah *governance system* yang meliputi 3 (tiga) pilar, sebagaimana ilustrasi gambar sebagai berikut:

Governance System

To embody the "TARIF" principles, a governance system has been established covering 3 (three) pillars as illustrated in the following graphic below:



Adapun penjelasan secara singkat terkait 3 (tiga) pilar *governance system*, dapat disampaikan sebagai berikut:

Brief description of the 3 (three) pillars of governance system, could be described as follows:

Governance Structure

Governance structure merupakan suatu sistem yang mengatur bagaimana PT Bank JTrust Indonesia Tbk diarahkan dan dikendalikan untuk meningkatkan kinerja bisnis secara accountable dan mewujudkan nilai pemegang saham dalam jangka panjang (*sustainable*), dengan tidak mengabaikan kepentingan stakeholders lainnya. Sebagai sistem, konsekuensi logisnya adalah GCG membutuhkan suatu perangkat pendukung yang lebih dikenal sebagai *governance structure* yang dibentuk dengan tujuan untuk menilai kecukupan struktur dan infrastruktur tata kelola PT Bank JTrust Indonesia Tbk agar proses pelaksanaan prinsip GCG menghasilkan *outcome* yang sesuai dengan harapan *stakeholders*. Dapat kami sampaikan bahwa yang termasuk dalam struktur tata kelola PT Bank JTrust Indonesia Tbk adalah RUPS, Dewan Komisaris, Direksi, Komite-komite dan satuan kerja pada Bank. Adapun yang termasuk infrastruktur tata kelola PT Bank JTrust Indonesia Tbk, antara lain adalah kebijakan dan prosedur PT Bank JTrust Indonesia Tbk yang senantiasa mengacu dan disesuaikan dengan peraturan perundang-undangan yang berlaku, sistem informasi manajemen serta tugas pokok dan fungsi (tupoksi) masing-masing struktur organisasi.

Governance Structure

Governance structure is a system which arranges how PT Bank JTrust Indonesia, Tbk. is directed and controlled to improve the business performance in an accountable manner and bring the values of shareholder into realities in a sustainable manner. All of these measures shall take into consideration the interests of other stakeholders. As a system, the logic consequences of GCG require a supporting tool which is known as governance structure established with the purpose of assessing the structure adequacy and governance infrastructure of PT Bank JTrust Indonesia, Tbk. The purpose is to allow the implementation of GCG principles to produce outcomes which match the stakeholders' expectations. What is included in the governance structure of PT Bank JTrust Indonesia, Tbk. is the General Meeting of Shareholders, the Board of Commissioners, the Board of Directors, Committees and relevant units at the Bank. Meanwhile governance infrastructure of PT Bank JTrust Indonesia, Tbk. include among others the policies and procedures of the Bank. These policies and procedures consistently refer and comply to the existing laws and regulations, management information system, as well as the primary duties and functions of each organization structure.

Governance Process

Selain membutuhkan pilar *governance structure*, implementasi GCG PT Bank JTrust Indonesia Tbk juga membutuhkan pelaksanaan dengan aturan main yang jelas dalam suatu bentuk mekanisme atau lazim disebut *governance process* yang dapat dipertanggungjawabkan dan sekaligus diperlukan dengan tujuan untuk menilai efektivitas proses pelaksanaan prinsip GCG yang didukung oleh kecukupan struktur dan infrastruktur tata kelola PT Bank JTrust Indonesia Tbk sehingga menghasilkan *outcome* yang sesuai dengan harapan *stakeholders*. Dapat dikatakan, *governance process* merupakan aktivitas-aktivitas yang dilakukan untuk melaksanakan aturan main, prosedur dan hubungan yang jelas antara pihak yang mengambil keputusan dengan pihak yang akan melakukan kontrol (pengawasan) terhadap keputusan tersebut. Hal ini demi menjamin dan/atau mengawasi berjalannya sebuah *governance system* dalam PT Bank JTrust Indonesia Tbk. Dengan demikian, diharapkan aktivitas perusahaan dapat berjalan secara sehat dan efektif sesuai dengan arah yang telah ditetapkan dan/atau dapat meminimalisir terjadinya benturan kepentingan, serta meminimalisir timbulnya risiko dari suatu kebijakan yang telah diputuskan.

Governance Outcome

Terdapat 2 (dua) *outcomes* yang diharapkan dari implementasi GCG, yaitu:

- Mampu meningkatkan kinerja perusahaan (*improved performance*)
- Mampu mengurangi konflik kepentingan dalam perusahaan (*reduced conflict of interest*).

Mengacu kepada ketentuan Bank Indonesia, *governance outcome* bertujuan untuk menilai kualitas *outcome* dalam memenuhi harapan *stakeholders* PT Bank JTrust Indonesia Tbk yang merupakan hasil proses pelaksanaan prinsip GCG dengan didukung kuantitas dan kualitas kecukupan struktur dan infrastruktur, sehingga terciptanya tata kelola perusahaan yang baik.

Peningkatan Nilai Perusahaan dan Modal

- Dalam melaksanakan seluruh kebijakan dan strategi perusahaan, bank berorientasi pada peningkatan nilai perusahaan untuk pemegang saham (*shareholder value*) melalui kinerja keuangan maupun non keuangan. Sebagai gambaran, pada sisi non keuangan, Bank berupaya untuk memperkuat jaringan kantor dengan relokasi maupun penambahan jaringan kantor baru, serta pengembangan pembiayaan mikro, memperkuat budaya perusahaan sesuai visi misi, melanjutkan dan menyempurnakan penerapan GCG dan belanja modal dalam sistem teknologi guna menunjang bisnis.

Governance Process

In addition to requiring governance structure pillar, the GCG implementation of PT Bank JTrust Indonesia, Tbk. also requires clear procedures in the form of mechanism which is normally referred as accountable governance process. This process at the same time is required for the purpose of assessing the effectiveness of implementation process of GCG principles supported by the adequacy of structures and governance infrastructures of PT Bank JTrust Indonesia, Tbk. Subsequently this process will produce outcome which match the expectations of the stakeholders. It is safe to say, that the governance process cover the activities performed to implement the rules, procedures, as well as clear relationship between the decision makers and the controllers on such decisions. This is implemented in order to ensure and/or supervise the process of governance system at PT Bank JTrust Indonesia, Tbk. Therefore, it is expected that the company activities will operate in a sound and effective manners in line with the directions and/or to minimize conflict of interests. Additionally, it is expected that these activities will minimize the risks emerging from the policies made.

Governance Outcome

There are 2 (two) expected outcomes from the GCG implementation, namely:

- Ability to improve business performance.
- Ability to reduce conflict of interests within the company.

Referring to the regulations of Bank Indonesia, the purpose of governance outcome is to assess the outcome quality in conjunction with fulfilling the expectation of PT Bank JTrust Indonesia, Tbk. stakeholders. This is the outcome of GCG principles implementation process supported by the quantity and quality of structure and infrastructure adequacies. Therefore, it is possible to create the proper corporate governance.

Corporate Value and Capital Enhancements

- In implementing the entire policies and corporate strategies, the Bank is oriented on the corporate value enhancement for the shareholders through financial as well as non-financial performances. As an illustration, on the non-financial side, the Bank strives to strengthen the office network by relocating as well as expanding the new office network, in addition to the development of micro financing, strengthening corporate culture in line with the vision and mission, continue and refine the GCG implementation and capital expenditure in technological system to support business.

- J Trust sebagai pemegang saham baru telah berkomitmen penuh untuk mengembangkan PT Bank JTrust Indonesia Tbk kedepan terutama menuju pasar retail, dengan salah satunya adalah penambahan modal mulai pada akhir tahun 2014 dan secara bertahap untuk beberapa tahun berikutnya sesuai kebutuhan untuk mendukung ekspansi bisnis. Penyetoran modal oleh J Trust ini bertujuan untuk memelihara rasio permodalan CAR agar tetap dapat bersaing di pasar perbankan terutama sesuai dengan peer group di Indonesia.
- Dengan adanya penyetoran modal ini telah memperkuat modal bank sebagai dasar selain untuk pertumbuhan kredit di masa yang akan datang, tentunya juga akan mempercepat penyelesaian Batas Maksimum Pemberian Kredit (BMPK). Disamping itu juga terus melakukan upaya maksimal untuk memperbaiki *Net Non Performing Loan* (NPL), dan meningkatkan upaya *monitoring* yang ketat agar kualitas atas kolektibilitas kredit tetap terjaga dan lancar.
- JTrust as the new shareholder is fully committed to develop PT Bank JTrust Indonesia, Tbk. in the future especially toward retail market, with one of them through additional paid-in capital starting at the end of 2014 and gradually to the subsequent years in line with the requirements to support business expansion. The purpose of this paid-in capital by JTrust is to maintain Capital Adequacy Ratio (CAR) in order to stay competitive in banking market especially in line with the peer group in Indonesia.
- The paid-in capital has strengthened the bank's capital structure as the fundamental in line with the purpose of credit growth in the upcoming years. This will certainly accelerate the Legal Lending Limit settlement. Additionally, the Bank will consistently apply maximum effort to improve the Net Non-Performing Loan (NPL) and enhance the stringent monitoring effort to preserve the quality of loan collectability and excellent performance.

Penerapan GCG dan Tingkat Kesehatan Bank

Penerapan GCG PT Bank JTrust Indonesia Tbk senantiasa dijalankan secara konsekuen dan berkelanjutan dengan didukung komitmen yang kuat dari organ perusahaan dan jajaran dibawahnya. Prinsip dasar dalam melaksanakan komitmen selama ini antara lain:

1. Memiliki rumusan visi dan misi yang jelas dan realistis, sebagaimana visi dan misi PT Bank JTrust Indonesia Tbk yang telah ditetapkan dan disosialisasikan.
2. Memiliki nilai-nilai perusahaan yang menggambarkan sikap moral bank yang baik dalam melaksanakan usaha.
3. Memiliki pedoman tata kerja Dewan Komisaris dan tata kerja Direksi dalam menjalankan peran dan tugasnya.
4. Memiliki rumusan etika bisnis dan pedoman perilaku perusahaan yang penyusunannya dilakukan dengan melibatkan organ perusahaan dan jajaran dibawahnya. Etika bisnis dan pedoman perilaku dilaksanakan secara berkesinambungan dan konsisten sehingga membentuk budaya perusahaan yang merupakan manifestasi dari nilai-nilai perusahaan.
5. Dalam fungsinya sebagai lembaga intermediasi dan sebagai bagian dari dunia bisnis peduli dan berperan aktif dalam menjaga kelestarian sumber daya alam dan lingkungan hidup.
6. Memiliki peraturan perusahaan atau perjanjian kerja bersama yang dapat menjamin kepastian hak dan kewajiban para pihak sehingga dapat mendukung suasana kerja yang kondusif.
7. Memiliki *whistle-blowing system* untuk memungkinkan diperolehnya laporan dan pengaduan serta saran dan kritik dari pegawai dan pemangku kepentingan lainnya.
8. Memiliki Kebijakan dan Prosedur sebagai acuan dalam menjalankan usaha, serta senantiasa dievaluasi sesuai kebutuhan dan perkembangan ketentuan yang berlaku.

GCG Implementation and Health Level of the Bank

The implementation of GCG at PT Bank JTrust Indonesia, Tbk. has been carried out in consistent and sustainable manners supported by strong commitment of the corporate organs and all ranks below them. The basic principle in performing the commitment throughout these times include:

1. Maintain clear and realistic definitions of the vision and missions, as the defined and socialized vision and mission of PT Bank JTrust Indonesia, Tbk.
2. Maintain corporate values which illustrate the good moral attitude of the Bank in running its business.
3. Maintain the guideline of work procedures for the Board of Commissioners and Board of Directors in performing their roles and duties.
4. Maintain the definition of business ethics and Corporate Code of Conduct in which the development involves the company organs and all ranks below them. Business ethics and code of conducts shall be applied continuously and consistently thus shape the corporate culture which are the manifestation of corporate values.
5. In assuming the functions as an intermediary organization and as part of the business world concerned and actively involved in preserving the sustainability of natural resources and environments
6. Maintain company regulations or collective labor agreement which ensure the certainty of rights and obligations of multiparties thus enable the support for conducive working environments.
7. Maintain whistle-blowing system which enable the acquisition of reports and complaints as well as feedback and critiques by the staff and other stakeholders.
8. Maintain Policies and Procedures as reference in running the business, as well as consistent evaluation in line with the requirements and development of existing regulations.

Pelaksanaan prinsip-prinsip/asas GCG diantaranya dengan menyampaikan Laporan Pelaksanaan GCG PT Bank JTrust Indonesia Tbk setiap tahunnya kepada para pihak (*stakeholders*) sesuai ketentuan yang berlaku. Selain itu pula secara berkala/semesteran menyampaikan Laporan Hasil Penilaian Sendiri (*Self Assessment*) Pelaksanaan GCG Bank berikut lampiran kertas kerjanya untuk penyusunan dan penyampaian Laporan Tingkat Kesehatan Bank kepada Otoritas Jasa Keuangan (OJK). Penyampaian Laporan Pelaksanaan GCG Bank diperlukan untuk melakukan monitoring peningkatan kualitas pelaksanaan GCG, serta mengevaluasi implementasinya dan melakukan kajian rencana tindak lanjut, termasuk tindakan perbaikan apabila diperlukan guna mendapatkan hasil yang lebih baik.

Penilaian Tingkat Kesehatan Bank Berdasarkan Tingkat Risiko (*Risk Based Bank Rating/RBBR*) baik bank secara individual maupun konsolidasi sebagaimana tercantum dalam Peraturan Bank Indonesia Nomor 13/1/PBI/2011 tanggal 5 Januari 2011, dan Surat Edaran Bank Indonesia Nomor 13/24/DPNP tanggal 25 Oktober 2011 tentang Penilaian Tingkat Kesehatan Bank Umum, mencakup penilaian terhadap 4 (empat) faktor:

Profil Risiko (Risk Profile)

Self Assessment terhadap Profil Risiko adalah proses penilaian keseluruhan proses dari identifikasi risiko, analisa risiko dan evaluasi risiko yang dihadapi bank, yang diilustrasikan sebagai berikut:

- **Inherent Risk** - Risiko Inheren adalah risiko yang melekat pada kegiatan bisnis bank, baik yang dapat dikuantifikasikan maupun tidak dapat dikuantifikasikan, yang berpotensi mempengaruhi posisi keuangan bank. Inherent Risk dapat berupa parameter yang bersifat *ex-post* (telah terjadi) maupun parameter yang bersifat *ex-ante* (belum terjadi).
- **Risk Control System (RCS)** - Kualitas Penerapan Manajemen Risiko merupakan penjabaran dari penerapan Basel II Pilar 2 *Supervisory review* yang telah dijabarkan di perbankan Indonesia melalui Peraturan Bank Indonesia Tentang Penerapan Manajemen Risiko. Penilaian *Inherent Risk* dan RCS selanjutnya menghasilkan *net risk* per jenis risiko dan kesimpulan risiko komposit bank secara keseluruhan.

Good Corporate Governance (GCG)

Pelaksanaan GCG mencakup implementasi dari 5 (lima) prinsip/asas GCG yaitu: transparansi (*transparency*), akuntabilitas (*accountability*), pertanggungjawaban (*responsibility*), independensi (*independency*), kewajaran (*fairness*). Kelima prinsip/asas GCG yang diwujudkan ke dalam 11 (sebelas) faktor utama penilaian GCG antara lain:

The implementation of GCG principles include among other submission of GCG Implementation Report at PT Bank JTrust Indonesia, Tbk. on annual basis to various parties (*stakeholders*) in line with the existing regulations. Additionally, Self-Assessment Report will be submitted on a periodic/biannual basis along with the worksheet enclosures. The purpose is to compile and submit the Report on the Health Level of the Bank to the Financial Services Authority. The submission of the Bank's GCG Implementation Report is required for monitoring of quality enhancement of the GCG implementation. Additionally, the implementation will also be evaluated and reviews on the follow-up plan will be performed. Corrective measures are among them when necessary in order to achieve improved results.

Risk Based Bank Rating (RBBR) both performed as bank only and consolidated as stipulated by the Regulations of Bank Indonesia No. 13/1/PBI/2011 dated 5 January 2011, and the Circular Letter of Bank Indonesia No. 13/24/DPNP dated 25 October 2011 on the Assessment of the Health Level of Commercial Bank, cover the following 4 (four) assessment factors:

Risk Profile

Self-Assessment against the Risk Profiles is the assessment process of the entire process of risk identification, risk analysis, and risk evaluation sustained by the Bank, as illustrated in the following paragraphs:

- **Inherent Risk** – Inherent Risk is a risk inherent to banking business activities, both quantifiable and non-quantifiable. These risks may potentially affect the bank financial position. Inherent Risk may be present in the forms of *ex-post* parameters as well as *ex-ante* parameters.
- **Risk Control System (RCS)** – The quality of Risk Management Implementation is the elaboration and implementation of Basel II Pillar 2 *Supervisory Review* elaborated in Indonesian banking through the Regulations of Bank Indonesia on the Implementation of Risk Management. The assessment on Inherent Risk and RCS furthermore produce *net risk* for each type of risk and the summary of bank composite risk as a whole.

Good Corporate Governance (GCG)

The GCG implementation cover the implementation of 5 (five) GCG principles subsequently: transparency, accountability, responsibility, independency, and fairness. Those five GCG principles portrayed in the 11 (eleven) key factors of GCG assessment which include among others:

1. Pelaksanaan Tugas dan Tanggung Jawab Dewan Komisaris
2. Pelaksanaan Tugas dan Tanggung Jawab Direksi
3. Kelengkapan dan Pelaksanaan Tugas Komite
4. Penanganan Benturan Kepentingan
5. Penerapan Fungsi Kepatuhan Bank
6. Penerapan Fungsi Audit Intern
7. Penerapan Fungsi Audit Ekstern
8. Penerapan Manajemen Risiko Termasuk Sistem Pengendalian Intern
9. Penyediaan Dana Kepada Pihak Terkait (*Related Party*) dan Penyediaan Dana Besar (*Large Exposures*)
10. Transparansi Kondisi Keuangan dan Non Keuangan Bank, Laporan Pelaksanaan GCG dan Pelaporan Internal
11. Rencana Strategis Bank

1. Implementation of Duties and Responsibilities of the Board of Commissioners.
2. Implementation of Duties and Responsibilities of the Board of Directors.
3. Auxiliary and Implementation of Committee's Duties.
4. Resolution of Conflict of Interests.
5. Implementation of Bank Compliance Functions.
6. Implementation of Internal Audit Functions.
7. Implementation of External Audit Functions.
8. Implementation of Risk Management Including Internal Control System.
9. Provision of Funds to Related Party and Provision of Large Amount of Funds (Large Exposure).
10. Transparency of Bank's Financial and Non-Financial Conditions, GCG Implementation Report, and Internal Reporting.
11. Bank Strategic Plan.

Permodalan (*Capital*)

Dengan komitmen untuk mengembangkan PT Bank JTrust Indonesia Tbk kedepan, pemegang saham J Trust telah menambah modal pada akhir tahun 2014 yakni tahap awal sebesar Rp300 miliar dan pada Maret 2015 sebesar Rp300 miliar. Pada bulan September 2015, J Trust menambah modalnya lagi sebesar Rp400 miliar. Selanjutnya di bulan Oktober 2015 J Trust memberikan pinjaman subordinasi sebesar USD25 juta (eqv. Rp342 miliar). Pada tahun-tahun berikutnya J Trust akan menambah modal agar setara dengan *peer group* yang disesuaikan dengan rencana pertumbuhan bisnis bank atau melalui *rights issue* tanpa HMETD yang direncanakan pada tahun 2016.

Capital

With the commitment to develop PT Bank JTrust Indonesia, Tbk. in the future, the shareholders of J Trust continuously contribute additional paid-in capital at the end of 2014 that is Rp300 billion in the initial phase and Rp300 billion on March 2015. During September 2015, J Trust contributed additional paid-in capital at Rp400 billion. Subsequently, during October 2015, J Trust provided subordinated loans at USD25 million (eqv. Rp342 billion). During the subsequent years, J Trust will continuously contribute paid-in capital equivalent with the peer group which match the bank business growth plan or through the rights issue or without the rights issue which are planned on 2016.

Pada ketentuan baru PBI Nomor 14/18/PBI/2012 tanggal 28 Nopember 2012 dan PBI Nomor 15/12/PBI/2013 tentang Kewajiban Penyediaan Modal Minimum Bank Umum perhitungan KPMM sudah memperhitungkan profil risiko Bank atau dikenal dengan istilah *Internal Capital Adequacy Assessment Process* (ICAAP), Bank dengan profil risiko peringkat 4 atau peringkat 5, rasio KPMM ditetapkan paling rendah sebesar 11% (sebelas persen) sampai dengan 14% (empat belas persen) dari ATMR. Pada tahun 2016 ini sudah mulai berlaku kewajiban pembentukan Capital Conservation Buffer yang dimulai dengan tambahan 0,625% secara bertahap menjadi 2,5% pada tahun 2019. Bank akan menjaga rasio CAR diatas ketentuan yang berlaku sesuai ICAAP dan tambahan terkait hal tersebut.

On the new Regulation of Bank Indonesia No. 14/18/PBI/2012 dated 28 November 2012 and Regulation of Bank Indonesia No. 15/12/PBI/2013 on Capital Adequacy Ratio for Commercial Bank, the CAR calculation has taken into consideration the Bank's risk profile or simply known as Internal Capital Adequacy Assessment Process (ICAAP). For Banks with risk profile rating of 4 or 5, then the CAR will be set at a minimum of 11% (eleven per cent) and up to 14% (fourteen per cent) of the Risk Weighted Average (RWA). The requirements for Capital Conservation Buffer allowance has begun to take effect in 2016, starting with additional 0.625% and gradually increase to 2.5% in 2019. The Bank will maintain the CAR above the existing regulations in line with the ICAAP and relevant addition.

Permodalan bank harus mampu menyerap semua risiko yang ada di Bank. Penilaian permodalan ini mencakup:

- Kecukupan permodalan:
 - Kecukupan modal yang dapat menyerap risiko,
 - Kecukupan modal untuk mendukung rencana bisnis, dan
 - Kualitas modal (komposisi tier 1)

The Bank shall be able to absorb all risks existing in the Bank. Capital assessment shall cover:

- Capital adequacy:
 - Capital adequacy which is capable of absorbing the risks,
 - Capital adequacy to support the business plan, and
 - Quality of the capital (tier 1 composition).

- Pengelolaan Permodalan:
 - Efektivitas perencanaan dan penggunaan modal untuk menghasilkan pendapatan,
 - Pemupukan modal organik,
 - Kemampuan akses bank kepada sumber permodalan.

Pendapatan (*Earnings*)

Untuk faktor pendapatan bank dinilai berdasarkan aspek Kinerja *Earnings*, sumber-sumber *earning*, diversifikasi pendapatan, dan *earning sustainability*.

Pendapatan (*earnings*) ini erat kaitannya dengan pencapaian rentabilitas, dimana NIM PT Bank JTrust Indonesia Tbk terus membaik dari 0,2% pada tahun 2014 dan menjadi sekitar 0,96% pada tahun 2015, serta diproyeksikan untuk tahun 2016 menjadi sebesar 3,4% dan di tahun 2017 sebesar 3,67% serta di tahun 2018 menjadi 3,74%, bank tetap mengusahakan perbaikan beberapa faktor yang menghambat NIM.

Beberapa upaya untuk meningkatkan NIM adalah sebagai berikut:

- a. Bank berupaya untuk meningkatkan jumlah rekening (*Number of Account*) melalui kerjasama dengan unit kerja terkait untuk meningkatkan penghimpunan dana murah.

Peningkatan Dana Pihak Ketiga (DPK) dengan memperhitungkan biaya dan suku bunga yang kompetitif serta melakukan efisien biaya terkait pendanaan, misalnya biaya-biaya operasional, *cash in safe*, dan lain-lain. Upaya memperbaiki *funding mix* dengan melakukan beberapa inovasi dan pengembangan produk yang berbasis teknologi antara lain *e-banking* untuk giro dan tabungan serta pengembangan pelayanan terus dilakukan, kredit dan referall dari nasabah existing serta perusahaan-perusahaan untuk *payroll* karyawannya. Melalui peningkatan jumlah rekening ini diharapkan saldo dana murah akan terus bertambah. Selain itu penambahan fitur ATM diharapkan akan meningkatkan pelayanan kepada nasabah sehingga leluasa dalam bertransaksi di unit ATM mana saja.

- b. Melakukan *yield enhancement*

Selain mengurangi biaya dana, peningkatan NIM juga dapat dilakukan dengan meningkatkan pendapatan bunga kredit dengan strategi-strategi sebagai berikut:

- Meneruskan program-program seperti crash program untuk penyelesaian kredit bermasalah.
- Mengembangkan dan melakukan ekspansi kredit mikro, yang menambah 5 kios
- Melaksanakan ekspansi kredit *Consumer* dan *Small* dengan cepat, namun tetap berpegang pada prinsip kehati-hatian.
- Melakukan penjualan AYDA dan menempatkan di aktiva yang produktif.
- Mengontrol perkembangan deposito sebagai sumber dana mahal agar tidak terlalu cepat pertumbuhannya dibandingkan dengan peningkatan kredit.

- Capital management:

- Effectiveness of planning and capital disbursement to generate earning,
- Amazement of organic capital,
- Capacity of the bank access to the source of funding.

Earnings

As for the earning factor, the Bank is assessed based on the earning performance, sources of earning, diversification of earning, and *earning sustainability*.

Earning is closely related to the achievement of rentability, in which the NIM of PT Bank JTrust Indonesia, Tbk. continuous to improve from 0.2% in 2014 to approximately 0.96% in 2015. The NIM is projected to be 3.4% in 2016 while the projection for 2017 will be 3.67% and subsequently to 3.74% in 2018. The Bank continues to continually improve various factors which may hinder NIM.

Several endeavors to improve the NIM include the following:

- a. The Bank attempts to increase the number of accounts through collaboration with relevant units to enhance the rise of low cost funds.

Increase Third Party Funds (TPF) by taking into accounts the costs and competitive interest rates as well as performing cost efficiency with respect to the funding, such as operational costs, *cash in safe*, and so forth. The attempt to improve mix funding by performing various innovations and technology-based product development including *e-banking* for demand deposit and saving products as well as continuous service developments, loans, and referrals from the existing customers as well as various companies for their staff payroll needs. By increasing the number of accounts, it is expected that the balance of low cost funds will continually increases. In addition to adding more features to the ATM, it is expected by enhancing the service to the customers will enable greater flexibility to perform the transaction in any ATM unit.

- b. Apply *yield enhancement*

In addition to reducing the cost of funds, the NIM enhancement may also be performed by increasing the revenue of loan interest through the following strategies:

- Continue such programs as crash programs to resolve non-performing loans.
- Develop and expand micro credit by adding 5 more kiosks
- Expand *Consumer* and *Small* credits quickly, while keeping to the principles of prudence.
- Perform the sales of foreclosed collaterals and place them in productive assets.
- Control the time deposit development as the high cost source of funding in order not to grow to rapidly in comparison to the loan growth.

- Mengalihkan sebagian penempatan pada BI harian yang suku bunganya lebih rendah ke penempatan aset produktif lainnya dengan suku bunga yang lebih tinggi sepanjang dana tersebut masih belum dapat disalurkan kedalam bentuk kredit.
- Melakukan penghapusbukuan aktiva bermasalah yang pada tahun 2016 diprioritaskan pada surat berharga bermasalah yang telah dibentuk CKPN secara penuh 100% sebesar USD73 juta dan sebagian dari NPL yakni Rp150 miliar.

Selain itu, sejalan dengan penerapan prinsip kehati-hatian/*prudential banking*, maka pencapaian rasio-rasio keuangan yang penting tetap menjadi perhatian dan dijaga untuk memenuhi ketentuan regulator, antara lain pemenuhan rasio-rasio keuangan terkait dengan PPA/CKPN, CAR, NPL, PDN, BMPK, Rugi/Laba.

Langkah-Langkah Strategis yang Akan Ditempuh

Untuk mewujudkan visi misi perusahaan, J Trust Bank akan diarahkan sesuai dengan potensi sumber daya yang dimiliki dari skala usahanya. Berbagai strategi dan program telah disiapkan oleh manajemen untuk dapat menjadikan J Trust Bank sebagai salah satu bank terpercaya di Indonesia menghasilkan produk-produk berkualitas, dengan performa terpercaya, cepat, dan menjadi *game changer* dalam industri perbankan. Untuk perencanaan 3 (tiga) tahun kedepan ini J Trust Bank akan memfokuskan kepada pengembangan infrastruktur kearah bisnis *retail* melalui kredit mikro, kecil dan menengah sehingga dapat diharapkan memperoleh hasil yang tinggi (*high yield loan*) yang pada akhirnya akan meningkatkan *Net Interest Margin* (NIM).

Pengembangan jaringan usaha bank selain masih pada optimalisasi serta memaksimalkan fungsi kantor cabang yang ada serta untuk persiapan bisnis bank kedepannya juga direncanakan pembukaan 1 (satu) kantor cabang pada tahun 2016 yang diharapkan akan mendukung pula percepatan perluasan *customer base* dana pihak ketiga setelah bisnis bank berjalan membaik.

J Trust Co. sebagai pemegang saham baru telah berkomitmen penuh untuk mengembangkan J Trust Bank kedepan terutama menuju pasar retail, dengan salah satunya adalah telah melakukan penambahan modal pada akhir tahun 2014 dan di bulan Maret tahun 2015 masing masing sebesar Rp300 miliar serta di bulan September 2015 sebesar Rp400 miliar sehingga total telah disetor sebesar Rp1 triliun. Penambahan modal akan disesuaikan dengan kebutuhan untuk mendukung ekspansi bisnis. Penyetoran modal oleh J Trust Co ini juga bertujuan untuk memelihara rasio permodalan CAR agar tetap dapat bersaing di pasar perbankan terutama sesuai dengan peer group di Indonesia.

- Transfer some of the placement in Bank Indonesia with lower interest rate to the placement on other productive assets with higher interest rate as long as such funds have not been disbursed in the forms of credit/loans.
- Write-off non-productive assets which in 2016 have been prioritized on non-productive securities. A full 100% Allowance for Impaired Assets at USD73 million and part of NPL at Rp150 billion have been reserved.

Additionally, along with the application of principle of prudence/*prudential banking*, then the attainment of key financial ratios remain the attention and maintained to fulfill the regulator's regulations, which include the fulfillment of financial ratios with respect to Allowance for Impairment Provision, CAR, NPL, Net Open Position, Legal Lending Limit, Profit/Loss.

Strategic Measures to Take

To bring the corporate vision and mission into reality, PT Bank JTrust Indonesia, Tbk. is directed in line with the potential of existing resources of the business scale. Various strategies and programs have been prepared by management to turn PT Bank JTrust Indonesia, Tbk. into one of the most reputable bank in Indonesia providing quality products, with reliable performance, timely, and the game changes in banking industry. With respect to the planning for the next 3 (three) years, PT Bank JTrust Indonesia, Tbk. will focus on the development of infrastructure toward retail business through micro, small, and medium credits thus enable the high yield loan. Ultimately these efforts will lead to the improvement of Net Interest Margin (NIM).

The development of banking business network remain on the optimalization as well as maximizing the functions of the existing branch offices for future banking business preparations. The plan is to open 1 (one) additional branch office in 2016. The new branch office is expected to support the acceleration of customer base third party funds expansion once the banking business operation is stable.

J Trust Co. as the new shareholder is fully committed to develop PT Bank JTrust Indonesia, Tbk. in the future especially toward retail market, in which one of them is to contribute with additional paid-in capital at the end of 2014 and in March 2015 at Rp300 billion and in September 2015 at Rp400 billion respectively with the total paid-in capital at Rp1 trillion. Additional paid-in capital will be adjusted with the requirement for business expansion. The purpose of paid-in capital by JTrust Co. is to maintain the CAR in order to stay competitive in banking market especially equivalent with the peer group in Indonesia.

Dengan adanya rencana penggantian *core banking system* pada tahun 2016, kedepannya bank akan lebih siap dalam bersaing pada pasar *retail* melalui pengembangan-pengembangan produk yang berbasis teknologi sehingga memberikan pelayanan yang lebih kepada seluruh nasabahnya.

Selain itu, *monitoring* kredit yang intensif terus dilaksanakan untuk menjaga NPL tetap pada tingkat yang aman dan sesuai dengan regulasi melalui pembentukan *task force* kredit dengan rapat berkala mingguan sehingga dapat mengambil langkah yang sedini mungkin dalam mencegah timbulnya kredit bermasalah.

Strategi Pengembangan Bisnis

Adanya kebijakan yang baru dimana saat ini bank sedang berupaya menguatkan permodalan sesuai dengan Peraturan Bank Indonesia Nomor 14/26/PBI/2012 tentang Kegiatan Usaha dan Jaringan Kantor Berdasarkan Modal Inti Bank. Fase selanjutnya bank berupaya melakukan penguatan implementasi *dual control* dan peningkatan kualitas bisnis kembali di tahun kedepan melalui: rencana pengembangan bisnis yang lebih terfokus pada bidang atau segmen micro, kecil dan menengah, berupa *retail* dan *commercial*, serta berupaya memperbaiki komposisi pendanaan pada CASA yang lebih baik. Bank juga akan mulai melakukan perbaikan pada *upgrading core system* guna mendukung dan mengembangkan "*E-Banking*" dan "*M-Banking*" untuk lebih memberikan kemudahan bagi nasabah primanya, disamping untuk dapat bersaing dengan produk liabilitas bank lainnya.

Searah dengan upaya pencapaian target bisnis, J Trust Bank telah menetapkan dan terus menjalankan 4 fokus target prioritas yang dibentuk dari tahun 2014 hingga kedepan di akhir tahun 2020 sebagai landasan bagi pertumbuhan bisnis, sebagai berikut:

1. Pengembangan Bisnis:
 - Evaluasi & Pengembangan bisnis *lending* dan *funding*
 - Pengembangan bisnis yang berbasis teknologi untuk memperluas nasabah ritel, meraih *fee based income* dan memberikan pelayanan yang terbaik bagi nasabah
 - KPI & *Financial model* yang terukur
 - MIS yang terintegrasi
 - *Early Warning System* yang kuat
 - *Crossborder transaction* menambah dana dan menurunkan biaya.
 - *Budget Control*
 - Penyelesaian NPL secara intensif.
2. *Business Process*
 - Mapping potensial *customer* dan *competitor*
 - Menyusun proses bisnis yang efektif dan efisien
 - Program promosi yang terintegrasi

In line with the plan to transform the core banking system in 2016, the Bank will in the upcoming years be more prepared to compete in retail market through technology-based product developments thus delivering greater service to its entire customers.

In addition, intensive credit monitoring has been consistently performed to maintain NPL at safe level and in line with the regulation through the formation of credit task force with weekly periodic meeting. Therefore, immediate measures may be taken to anticipate the emergence of non-performing loans.

Business Development Strategy

The introduction of new policies in which at the moment the Bank strives to strengthen the capital in line with the Regulation of Bank Indonesia No. 14/26/PBI/2012 on Business Activities and Office Network Based on the Bank's Core Capital. In the subsequent phase, the Bank strives to strengthen the implementation of dual control and improvement of the business quality again in the upcoming years through: business development plan which focuses more on micro, small, and medium fields or segments in the forms of retail and commercial loans. The Bank also attempts to improve funding composition on a better CASA. It will also start to improve and upgrade core system in order to support and develop "*E-Banking*" and "*M-Banking*" in order to facilitate its prime customers, while also staying competitive with other bank liability products.

Along with the endeavor to achieve business target, PT Bank JTrust Indonesia, Tbk. has established and remains focused on 4 target priorities established in 2014 up to the end of 2020 as a fundamental for business growth, as follow:

1. Business Development:
 - Evaluation of lending and funding business development.
 - Technological based business development to expand retail customers, generate fee-based income, and deliver the best service to the customers.
 - Measurable Key Performance Indicator & Financial model.
 - Integrated MIS.
 - Strong Early Warning System.
 - Crossborder transactions add more funds and reduce costs.
 - Budget control.
 - Intensive resolution of NPL.
2. Business Process
 - Mapping of potential customers and competitors.
 - Develop effective and efficient business process.
 - Integrated promotional program.

- *Monitoring disiplin sales process*
 - *Revitalisasi kantor cabang*
3. Sumber Daya Manusia
- *Pemenuhan SDM yang kompeten*
 - *Program Training berkelanjutan*
 - *Jenjang karir yang menarik*
 - *Skema insentif*
 - *Budaya perusahaan yang kuat*
 - *Review dan perbaikan struktur organisasi yang mengakomodir dinamika bisnis yang cepat dan efisien*
4. Infrastruktur
- *Optimalisasi jaringan kantor*
 - *Pengembangan IT yang mendukung bisnis dengan penggantian core banking system*
 - *Membangun IT yang terintegrasi*

- *Monitoring sales process discipline.*
 - *Revitalized branch offices.*
3. Human Resources
- *Fulfillment of competent Human Resources.*
 - *Continuous training programs.*
 - *Attractive career path.*
 - *Incentive scheme.*
 - *Strong corporate culture.*
 - *Review and organization structure improvement which accommodate quick and efficient business dynamics.*
4. Infrastructure
- *Optimization of office network.*
 - *IT development which support business by replacing core banking system.*
 - *Build an integrated IT.*

Kebijakan Manajemen Risiko dan Kepatuhan yang meliputi:

1. Penguatan implementasi *dual control* dan peningkatan kualitas melalui:
 - Penerapan RCSA (*Risk Control Self Assessment*)
 - Penerapan JSOX *Based* Komponen
2. Pengembangan dan perbaikan 8 jenis profil risiko manajemen yang terpisah dengan pengelola bisnis.
3. Penyempurnaan *early warning system*.
4. Penerapan *four eye principles*.
5. Peningkatan kualitas implementasi komite kredit (NAK dibantu oleh konsultan, training kredit & LK oleh tenaga internal Bank).
6. Peningkatan kualitas pelaksanaan ALCO untuk mendapatkan penetapan suku bunga produk bank yang kompetitif.
7. Peningkatan kualitas advis/rekomendasi manajemen terkait pengelolaan risiko, Kebijakan Umum Manajemen Risiko (KUMR).

Risk Management and Compliance Policies which cover:

1. Enhancement of dual control implementation and quality improvement through:
 - Implementation of RCSA (*Risk Control Self-Assessment*).
 - Implementation of JSOX-based Components
2. Development and improvement of 8 types of risk management profile segregated from business management.
3. Improvement of the early warning system.
4. Implementation of the four eye principles.
5. Quality improvement of credit committee implementation quality (NAK supported by consultant, credit training and LK by Bank internal staff).
6. Quality improvement over ALCO implementation to acquire the setting of competitive interest rate of bank products.
7. Improvement of Management recommendation/advise quality with respect to risk management, General Policy of Risk Management (KUMR).

Penguatan kualitas bidang kepatuhan (GCG) dan budaya perusahaan:

1. Penguatan kualitas kebijakan manajemen maupun keputusan mengenai produk, jasa dan layanan, serta pengelolaan perusahaan yang tertuang dalam surat keputusan, surat edaran, SOP baik internal bank maupun eksternal dengan cara memberikan masukan kepada divisi-divisi, mensosialisasikan, melakukan *assessment*, dan lain-lain.
2. Penguatan implementasi program budaya perusahaan sesuai standar yang ditetapkan.

Quality enhancement of compliance sector (GCG) and corporate cultures:

1. Quality enhancement of management policies as well as decisions with respect to products, services, as well as company management stipulated in the decision letter, circular letter, Standard Operating Procedure both for internal and external factors by providing feedback to the divisions, socialize, perform assessment, and so forth.
2. Enhancement of corporate culture program implementation in line with the agreed standard.

Tahapan Implementasi GCG

Pelaksanaan penerapan GCG diimplementasikan dalam mendukung rencana bisnis agar dapat dijalankan sesuai ketentuan yang berlaku, dimana tahapan penerapan

GCG Implementation Stages

Application of GCG implementation in supporting business plan to enable it to proceed in line with the existing regulations.

implementasi GCG tersebut mendukung Rencana Bisnis Bank yang telah ditetapkan untuk jangka pendek, jangka menengah, dan jangka panjang, sebagai berikut:

Tahun 2014

Consolidation, Transformation, Reorganization, Positioning, Growth

1. Mempersiapkan proses divestasi
2. Identifikasi permasalahan
3. Evaluasi bisnis & infrastruktur
4. Penyelesaian NPL (restruktur, *collection*, WO), *Special Mention Collection*
5. Persiapan ekspansi bisnis (Bisnis *Micro* SME)
6. Memperbaiki kinerja keuangan
7. Konsolidasi bisnis
8. Set up strategi bisnis yang terarah
9. Rekrut *Sales Force*
10. Pelatihan focus pada *Micro* SME & *Consumer*
11. Evaluasi Infrastruktur IT (CBS, *Reporting*, MIS)
12. *Restructure Remuneration System*

Tahun 2015

Expand, Optimization, Growth

1. Pengembangan bisnis *Micro* SME, *Trade Finance*, dan *Treasury*
2. Mengembangkan produk program Konsumer
3. Optimalisasi infrastruktur
4. Fokus pada pertumbuhan *Micro*, kecil dan menengah
5. Rekrut *Sales Force*
6. Pengembangan program untuk bisnis *Micro* SME, *Commercial*, *Trade Finance*
7. Optimalisasi CASA

Tahun 2016

Increase (Infrastructure, Capacity, Capability) and Growth

1. Mempersiapkan infrastruktur *implant & agency banking*
2. Menambah jaringan kantor
3. Membangun *Core Banking system* ter Integrasi
4. *Restructure Remuneration System*
5. Fokus pada pertumbuhan *Micro*, kecil dan menengah
6. Persiapan *business banking*
7. Pengembangan CASA untuk kredit *Micro*, kecil dan menengah, *Commercial*, *Trade Finance* & *Consumer*
8. Pertumbuhan CASA
9. Pengembangan internet & *mobile banking*

Tahun 2017

Market Share

1. Memperbesar pangsa pasar
2. Fokus pada pertumbuhan *Micro*, kecil dan menengah
3. Pertumbuhan *Retail Banking*
4. Pertumbuhan CASA

The stages of GCG implementation stages support the Bank Business Plan designated for short term, mid term, and long term as follow:

2014

Consolidation, Transformation, Reorganization, Positioning, Growth

1. Prepare divestment process.
2. Problem identification.
3. Business evaluation and infrastructure.
4. NPL Resolution (restructuring, collection, write-off), *Special Mention Collection*.
5. Preparation of business expansion (MSME Businesses).
6. Improve financial performance.
7. Business consolidation.
8. Set up concentrated business strategies.
9. Sales Force Recruitment.
10. Training focused on MSME & Consumer Loans.
11. IT Infrastructure Evaluation (CBS, Reporting, MIS).
12. Restructure Remuneration System.

2015

Expansion, Optimization, Growth

1. *Micro* SME, *Trade Finance*, and *Treasury Business Developments*.
2. Develop consumer program products.
3. Infrastructure optimalization.
4. Focus on the growth of micro, small, and medium businesses.
5. Sales force recruitment.
6. Program development for *Micro* SME, *Commercial*, *Trade Finance* businesses.
7. CASA Optimalization.

2016

Increase (Infrastructure, Capacity, Capability) and Growth.

1. Prepare *implant infrastructure* and banking agency.
2. Expand office network.
3. Build integrated core banking system.
4. Restructure remuneration system.
5. Focus on the growth of micro, small, and medium businesses.
6. Preparation on *business banking*.
7. CASA development for micro, small, medium, commercial, trade finance, and consumer loans.
8. CASA growth.
9. Internet and mobile banking developments.

2017

Market Share

1. Expand market share
2. Focus on *Micro*, small, and medium business growth.
3. *Retail banking* growth.
4. CASA growth.

Tahun 2018

Market Share

1. Percepatan pertumbuhan *Retail Banking*
2. Meningkatkan *fee based income* melalui peningkatan jasa pelayanan
3. Meningkatkan pangsa pasar dan jaringan bisnis
4. Memasuki era *digital banking*
5. Pertumbuhan bisnis yang berkelanjutan

Tahun 2019

Integrated Expansion

1. Memperkuat posisi di pasar
2. *Integrated banking Micro SME & Commercial, Retail Consumer*
3. Meningkatkan pertumbuhan bisnis
4. Meningkatkan laba serta aset

Tahun 2020

Sustainable Growth

1. Pengembangan berbagai produk-produk yang inovatif
2. Memperluas dan memperkuat jaringan domestik dan jaringan internasional
3. Meningkatkan kualitas pelayanan
4. Mempunyai pelayanan digital banking yang lebih baik dan luas

2018

Market Share

1. Accelerate growth of Retail Banking
2. Increase fee based income through increase in services
3. Expanding market share and business network
4. Entering the digital banking era
5. Sustainable business growth

2019

Integrated Expansion

1. Strengthening market position
2. Integrated banking Micro SME & Commercial, Retail Consumer
3. Increasing business growth
4. Increasing profits and assets

2020

Sustainable Growth

1. Development of innovative products
2. Expanding and strengthening the domestic and international networks
3. Improving service quality
4. Offering better and more comprehensive digital banking services

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Revisi Laporan Hasil Penilaian Sendiri (*Self Assessment*) Pelaksanaan GCG Bank

- Implementasi GCG membutuhkan penilaian untuk melihat sejauh mana perkembangan terhadap prinsip-prinsip GCG yang telah dilaksanakan oleh PT Bank JTrust Indonesia Tbk. Penilaian tersebut juga bermanfaat untuk melihat sejauh mana kualitas penerapan GCG secara berkesinambungan ke dalam proses bisnis.
- PT Bank JTrust Indonesia Tbk secara rutin/periodik telah melaksanakan Penilaian Sendiri (*self assessment*) Pelaksanaan GCG sesuai dengan ketentuan Bank Indonesia yang mengharuskan bahwa Bank melakukan penilaian sendiri secara internal (*internal self assessment*) terhadap pelaksanaan GCG.
- Laporan Hasil Penilaian Sendiri (*Self Assessment*) Pelaksanaan GCG Bank dikelompokkan dalam 5 (lima) kategori peringkat yaitu Peringkat 1 (Sangat Baik), Peringkat 2 (Baik), Peringkat 3 (Cukup Baik), Peringkat 4 (Kurang Baik), dan Peringkat 5 (Tidak Baik). Urutan peringkat yang lebih kecil mencerminkan penerapan GCG yang lebih baik.
- Berdasarkan Surat OJK No.S-53/PB.311/2016 tanggal 29 Juli 2016 Perihal Laporan Pelaksanaan *Good Corporate Governance* (GCG) Tahun 2015 PT Bank JTrust Indonesia Tbk, terdapat perbedaan hasil penilaian Peringkat Faktor GCG oleh OJK yaitu Peringkat 3 / Cukup Baik, maka Bank harus melakukan revisi terhadap Laporan Hasil Penilaian Sendiri (*Self Assessment*) Individual Pelaksanaan GCG PT Bank JTrust Indonesia Tbk untuk Posisi Desember

Revision on Self-Assessment Report on the GCG Implementation in the Bank

- GCG implementation requires assessment to observe the extent of progress toward the implementation of GCG principles at PT Bank JTrust Indonesia, Tbk. Such assessment is also beneficial to observe the extent of sustainable GCG implementation quality in the business process.
- PT. Bank JTrust Indonesia, Tbk. has routinely/periodically performed self-assessment on the GCG Implementation in line with the regulations of Bank Indonesia. These regulations require Banks to perform their own self-assessment internally (*internal self-assessment*) toward GCG implementation.
- Result of Self-Assessment Report on the Bank's GCG Implementation is grouped into 5 (five) ranking categories namely Rank 1 (Very Good), Rank 2 (Good), Rank 3 (Fairly Good), Rank 4 (Less Satisfactory), and Rank 5 (Poor). Lower ranking order reflects a better GCG implementation.
- Based on OJK Letter No.S-53/PB.311/2016 dated July 29, 2016, concerning Report of Good Corporate Governance (GCG) Implementation Year 2015 at PT Bank Jtrust Indonesia Tbk, which showed a difference result in the GCG Ranking by OJK of Rank 3 (Fairly Good), the Bank is required to revise its Result of the Self-Assessment Report on the Individual GCG Implementation at PT Bank JTrust Indonesia, Tbk. for December 2015 position (Ref.

2015 (Ref. SE BI No.15/15/DPNP tanggal 29 April 2013 perihal Pelaksanaan GCG Bagi Bank Umum).

- Berikut disampaikan Revisi Laporan Hasil Penilaian Sendiri (*Self Assessment*) Individual Pelaksanaan GCG PT Bank JTrust Indonesia Tbk untuk Posisi Desember 2015:

SE BI No.15/15/DPNP dated April 29, 2013, on GCG Implementation at Commercial Banks).

- The revised Individual Self-Assessment Report of GCG of PT Bank JTrust Indonesia, Tbk. for the position of December 2015 is presented in the following paragraphs:

Laporan Hasil Penilaian Sendiri (<i>Self Assessment</i>) Pelaksanaan GCG Bank		
	Peringkat Rating	Definisi Peringkat Rating Definition
Individual Individually	3	Cukup Baik Fairly Good
Konsolidasi Consolidated	---	(jika ada <i>subsidiary company</i>) If any subsidiary company

Analisis

Berdasarkan Kertas Kerja (KK) dan data/dokumen pendukung lainnya (hasil audit internal dan eksternal, data financial/*non financial*), maka dapat disampaikan *self assessment* sebagai berikut:

A. Faktor Kekuatan

a. Governance Structure

Governance structure adalah struktur kewenangan berikut persyaratan pejabat yang ada di Bank sesuai dengan yang dipersyaratkan oleh peraturan perundangan yang berlaku.

Terkait dengan implementasi *governance structure*, antara lain dapat disampaikan beberapa hal sebagai berikut:

- Pemegang Saham telah memenuhi komitmen penambahan modal, yang telah dilakukan sebagai berikut:
 - Tanggal 30 Maret 2015 sebesar Rp300 miliar melalui RUPSLB.
 - Tanggal 29 September 2015 sebesar Rp400 miliar melalui RUPSLB, dan juga melakukan peningkatan modal dasar dari Rp12 triliun menjadi Rp15 Triliun.
 - Bulan Oktober 2015 penerbitan subdebt (pinjaman subordinasi) sebesar USD25 juta (eqv. +/- Rp342 miliar).

Catatan:

Penambahan modal oleh Pemegang Saham yang telah dilaksanakan hingga tanggal 31 Desember 2015 sudah mencapai tingkat yang maksimal sesuai dengan ketentuan OJK, penundaan penambahan modal hingga adanya keputusan dari Mahkamah Konstitusi yang terkait status Pemegang saham Publik. Sebagai konsekuensinya, penambahan modal oleh Pemegang Saham akan ditunda kemudian.

Based on the Working Paper as well as data/other supporting documents (e.g. results of internal and external audits, financial/non-financial data), the results of self-assessment are as follow:

A. Strength

a. Governance Structure

Governance structure is an authority structure along with the requirements of the job holder existing in the Bank as required by the regulations of the existing laws.

With respect to the implementation of governance structure, the following paragraphs may describe the implementation:

- The Shareholder has fulfilled the commitment for capital injection, which was carried out as follows:
 - On March 30, 2015 in the amount of Rp300 billion through an EGMS.
 - On 29 September 2015 in the amount of Rp400 billion through an EGMS, and also the increase in authorized capital from Rp12 trillion to Rp15 trillion.
 - In October 2015 through the issuance of subordinated debts of USD25 million (eqv. +/- Rp342 billion).

Notes:

Capital injection by the Shareholder up to December 31, 2015, has reached its maximum area according to FSA regulation, and further capital injection is delayed pending the verdict of the Constitutional Court regarding the status of Public Shareholder. As a consequence, all further capital injection by the Shareholder has been put on hold.

- Tanggal 28 Desember 2015 telah dilakukan RUPSLB dengan agenda perubahan terhadap susunan pengurus PT Bank JTrust Indonesia Tbk.
- Komposisi jumlah Dewan Komisaris dan Direksi memenuhi ketentuan dan terdiri dari orang yang ahli dan berpengalaman serta mempunyai pemahaman yang baik terhadap industri keuangan perbankan, memiliki integritas, kompetensi dan reputasi yang memadai. Direksi melakukan upaya-upaya meningkatkan budaya kepatuhan dan pelaksanaan GCG, serta Dewan Komisaris melakukan pengawasan terhadap pelaksanaan GCG dan pelaksanaan fungsi kepatuhan.
- Telah dibentuk Komite-Komite dibawah Dewan Komisaris dan dibawah Direksi yang sesuai dengan ketentuan yang berlaku, serta anggota komite-komite mempunyai kompetensi dan telah melaksanakan tugas dan tanggung jawabnya, serta melaksanakan pemenuhan rapat-rapat sesuai ketentuan.
- Telah memiliki Kebijakan dan Standar Operasional Prosedur/SOP tentang Benturan Kepentingan, dan senantiasa di-*up date*.
- Telah mempunyai infra Struktur Organisasi bidang Manajemen Risiko, bidang Kepatuhan dan bidang *Legal*, serta Satuan Kerja Audit Interen/SKAI dengan kompetensi SDM yang memadai dan dapat bekerja secara independen.
- Telah menunjuk Kantor Akuntan Publik/KAP yang memenuhi aspek legalitas serta standar profesional akuntan publik untuk melakukan audit.
- Kebijakan, Prosedur/SOP dan Manual Produk senantiasa di-*update* sesuai ketentuan, dan diantaranya telah dilakukan revisi seiring dengan perubahan nama dari PT Bank Mutiara Tbk menjadi PT Bank JTrust Indonesia Tbk, serta terus dilengkapi sesuai kebutuhan.
- Telah memiliki kebijakan Batas Wewenang Memutus Kredit/BWMK secara individual ataupun kolegial sesuai dengan fungsi, tugas dan tanggung jawab masing-masing dari jajaran manajemen.
- Telah mempunyai pedoman Penyusunan Laporan Keuangan Publikasi dan cukup transparan dalam publikasi keuangan, informasi produk bank dan penggunaan informasi data pribadi nasabah, cakupan pelaksanaan GCG telah sesuai dengan ketentuan.
- An EGMS was held on December 28, 2015, with an agenda of changing the composition of PT Bank JTrust Indonesia Tbk management boards.
- Composition of the total number of the Board of Commissioners and the Board of Directors have met the conditions and are made up of experts and experienced individuals as well as those with proper understanding against banking industries, proven integrity, competences, and sufficient reputations. The Board of Directors have strived to enhance the compliance culture and GCG implementation. Meanwhile, the Board of Commissioners supervise the GCG implementation and implementation of compliance functions.
- Committees under the Board of Commissioners and the Board of Directors have been established in line with the existing regulations. Members of the committees are those with competences and have performed their duties and responsibilities. Additionally, they have also attended the required meetings.
- Policies and Standard Operating Procedure (SOP) on Conflicts of Interest are already in place and have been consistently updated.
- Organization infrastructure in the field of Risk Management, Compliance and Legal departments, as well as Internal Audit Unit (SKAI) are already in place with sufficient competences of Human Resources capable to work independently.
- Have appointed Public Accountant Firm which fulfills the legality aspect as well as professional standard of public accountant to perform audits.
- Policies, Procedures/SOPs, and Product Manuals are regularly updated in accordance with regulations, including revisions related to the name change from PT Bank Mutiara Tbk to PT Bank JTrust Indonesia Tbk, and continue to be completed as needed.
- Loan Approval Authority (BWMK) is already in place both individually or in collegial manner in line with the functions, duties, and responsibilities of each respective management rank.
- Guideline on the Preparation of Financial Report Publication is already in place and fairly transparent in financial publication. Additionally, transparencies of information on bank products and the use of customers private data information, coverage of GCG implementation have met the regulations.

- Meningkatkan pelaksanaan GCG dibidang infra struktur IT tahun 2015 dengan menyelesaikan beberapa proyek dibidang IT antara lain: Proyek Internet Banking, Upgrade Core Banking ke Bank Fusion Equation, RTGS Gen 2 dan SKN Gen 2, Modul PSAK 50/55, New HSM untuk Aplikasi ATM, Outsourcing DRC, PBX untuk Kantor Pusat, *Outsourcing email server*, *Website Renewal*, serta Beberapa proyek lainnya yang dalam proses penyelesaian, antara lain: *Virtual Account*, MPN Gen2, Chip Card (NSICCS), HRD System, IT *Internal Risk Assesment*, *Active Directory*, dsb.
- *Special Hire* untuk beberapa posisi pada level middle dan top management dilakukan untuk mendukung percepatan bisnis. Untuk karyawan existing dan baru telah dilaksanakan program Banking Development Staff (BDS) dan Banking Development Officer (BDO), dalam rangka pelatihan dan peningkatan skill karyawan. Dan juga bertujuan untuk melakukan rekrutmen yang lebih selektif. Dilakukan pula upaya yang konsisten terkait transformasi cabang-cabang agar lebih meningkatkan kualitas dan kuantitas SDM sesuai kebutuhan sebagai ujung tombak penjualan dan pelayanan.
- Evaluasi dan penyempurnaan infra struktur organisasi sesuai kebutuhan, dengan mempertimbangkan faktor efisiensi, kompetensi/ kualitas kinerja yang lebih baik dan efektif. Dalam hal ini antara lain dilakukan pengurangan Jumlah Divisi, Kepala Divisi, Kepala Bagian, dan Kepala Seksi, namun dalam pelaksanaannya tetap dapat meng-cover dengan baik aktivitas dan pekerjaan yang ada, sebagai berikut: Kepala Divisi dari 21 menjadi 14, Kepala Bagian dari 71 menjadi 53, serta Kepala Seksi dari 147 menjadi 92.
- Pada bulan Agustus – Desember 2015, telah dilakukan training refreshment APU-PPT kepada seluruh Cabang terutama kepada frontliners.
- Enhance the GCG implementation in IT infrastructures throughout 2015 by completing various IT projects namely: Internet Banking Project, Core Banking Upgrade to Bank Fusion Equation, Second Generation RTGS and Second Generation SKN, IFRS Modules 50/55, New HSM for ATM Application, DRC Outsourcing, PBX for the Head Office, Email Server Outsourcing, and Website Renewal. Additional there are other projects in completion process namely: Virtual Account, Second Generation MPN, Chip Card (NSICCS), HRD System, IT Internal Risk Assessment, Active Directory, etc.
- Special Hire for various positions at middle and top management levels to support business acceleration. The Banking Development Staff (BDS) and Banking Development Officer (BDO) programs were conducted for existing staff and new recruits to provide staff training as well as skill enhancement programs, in addition to a more selective recruitment programs. Consistent efforts with respect to the transformation of branch offices have also been performed in order to enhance the Human Resources quality and quantity as the forefront of sales and services.
- Evaluation and refinement of organization infrastructures as needed, taking into accounts efficiency factors, competences, improved and more effective performance quality. In conjunction with these actions, total number of divisions, head of divisions, department heads, and section heads have been reduced, while still covering existing activities and jobs, as follow: Division Heads have been reduced from 21 to 14, Department Heads have been reduced from 71 to 53, and Section Heads have been reduced from 147 to 92.
- During August – December 2015, APU-PPT refreshment training were provided at all Branches and especially to frontliners.

b. Governance Process

Governance process adalah pengaturan mengenai tugas, wewenang dan tanggung jawab unit dan pejabat bank dalam menjalankan bisnis dan operasional perbankan.

Terkait implementasi *governance process* antara lain dapat disampaikan beberapa hal sebagai berikut:

- Dewan Komisaris dan Direksi menjalankan tugas, fungsi dan tanggung jawabnya secara professional sebagaimana sudah jelas diatur dalam Anggaran Dasar Bank dan ketentuan yang berlaku.

b. Governance Process

Governance process are arrangement on duties, authorities, and responsibilities of the unit and bank officials in running the business and banking operational.

With respect to the implementation of *governance process* may be presented, among others, in the following paragraphs:

- Board of Commissioners and Board of Directors perform the duties, functions, and responsibilities in a professional manner as clearly defined by the Bank's Article of Association and existing regulations.

- Dewan Komisaris melakukan pengawasan/ memberikan saran kepada Direksi, memberikan arahan, pemantauan dan mengevaluasi pelaksanaan kebijakan strategis, memonitor dan mengingatkan Direksi untuk menindak-lanjuti semua temuan audit internal maupun audit eksternal, serta tidak terlibat dalam pengambilan keputusan yang berkaitan dengan kegiatan operasional.
- Komite-Komite di bawah Dewan Komisaris maupun Komite-Komite di bawah Direksi telah melaksanakan tugas dan tanggung jawab secara optimal.
- Dalam melaksanakan tugas dan tanggung jawabnya, Dewan Komisaris dan Direksi tidak pernah masuk dalam ranah Benturan Kepentingan.
- Anggota Direksi tidak merangkap jabatan baik sebagai anggota Dewan Komisaris, Direksi, ataupun sebagai Pejabat Eksekutif pada bank, perusahaan dan/atau lembaga lain.
- Dalam rangka melaksanakan prinsip-prinsip *Good Corporate Governance* (GCG) Direksi telah membentuk dan mengangkat Anggota Komite dan Satuan Kerja tertentu yang bertanggung jawab kepada Direksi, antara lain: Divisi Kepatuhan & Legal, Satuan Kerja Manajemen Risiko (SKMR), SKAI, Komite Manajemen Risiko, Komite Pengarah Teknologi Informasi, Komite ALCO, serta Komite Kredit yang merupakan media/forum Direksi, Kepala Divisi, serta pihak terkait lainnya dalam memutus kredit.
- Bidang Manajemen Risiko dan Bidang Kepatuhan sebagai *second line of defence*, serta SKAI/Internal Audit sebagai lini pertahanan ketiga (*third line of defence*) telah bekerja secara independen dan berpedoman pada ketentuan yang berlaku, yang dalam pelaksanaannya berkoordinasi melalui forum yang telah dibentuk yaitu "*Governance Risk, Compliance & Control* (GRCC)".
- Bank senantiasa berupaya menurunkan tingkat pelanggaran menjadi lebih baik dan semaksimal mungkin menghindari pelanggaran dalam upaya membangun Budaya Kepatuhan.
- Aktivitas operasional bank telah berjalan secara independen sesuai ketentuan yang berlaku tanpa adanya intervensi dari Pemegang Saham (*shareholder*) atau pihak berkepentingan lainnya (*stakeholder*).
- Proses penunjukan Kantor Akuntan Publik (KAP Terdaftar) telah memenuhi prosedur yang berlaku dan asas/prinsip GCG, melaksanakan tugasnya secara independen dan proses transparansi Laporan Keuangan Publikasi senantiasa dilakukan dan disajikan dengan baik.
- Implementasi tahapan peningkatan Kompetensi SDM dalam menjalankan fungsi dan tugasnya sesuai kebijakan dan SOP serta ketentuan perundang-undangan yang berlaku, yang secara bertahap didukung pula oleh sistem infrastruktur yang memadai dan terus ditingkatkan sesuai kebutuhan.
- The Board of Commissioners perform supervision/ provide recommendation to the Board of Directors, provide guidances, monitor and evaluate strategic policies, monitor and remind the Board of Directors to follow-up all internal audit as well as external audit findings, while avoiding any involvement in making decisions for operational activities.
- Committees under the Board of Commissioners or committees under the Board of Directors have performed duties and responsibilities in optimum manners.
- In performing the duties and responsibilities, the Board of Commissioners and the Board of Directors shall not allow themselves to enter into the domain with potential Conflicts of Interest.
- Members of the Board of Directors shall not hold dual positions both as member of the Board of Commissioners, Board of Directors, or as an Executive Officer at the Bank, corporation, and/or other institutions.
- In conjunction with performing the principles of Good Corporate Governance (GCG), the Board of Directors have formed and appointed Members of Committee and certain Units which are responsible to the Board of Directors. These committees include: Compliance and Legal Division, Risk Management Unit (SKMR), Internal Audit Unit (SKAI), Risk Management Committee, Information Technology Supervision Committee, ALCO Committee, as well as Credit Committee which are the media/forum for the Board of Directors, Division Heads, and other relevant parties with respect to credit approval process.
- Risk Management Section and Compliance Section as the second line of defence, as well as Internal Audit Unit as the third line of defence have collaborated independently and refer to the existing regulations. In reality, they collaborate through the established forum namely "*Governance Risk, Compliance, and Control* (GRCC)."
- The Bank consistently strives to reduce non-compliance level in order to improve and avoid non-compliance at maximum level and avoid non-compliance with respect to the efforts in building Compliance Culture.
- Bank operational activities have been in operation independently in line with the existing regulations without any intervention from the Shareholders or other Stakeholders.
- Appointment process of reputable Public Accounting Firms have met the existing procedures and GCG principles, performed the duties independently, while maintaining and presenting the transparencies of Financial Report Publication in appropriate manner.
- Implementation of enhancement stages of Human Resources Competences in performing their functions and duties refer to the policies and SOP while adhering to the existing laws. They are gradually supported by sufficient infrastructure system and steadily improved in line with the requirements.

- Proses penerapan Manajemen Risiko telah berjalan sesuai dengan kebijakan dan prosedur manajemen risiko, serta proses penyediaan dana kepada pihak terkait dan penyediaan dana besar, pengambilan keputusannya dijalankan sesuai kebijakan & prosedur yang berlaku.
- Telah berupaya memenuhi target atas rencana strategis bisnis bank melalui kebijakan-kebijakan yang senantiasa disesuaikan dengan memperhatikan faktor persaingan dan kondisi perekonomian, serta prinsip kehati-hatian.
- Penyelesaian rasio-rasio keuangan yang belum sesuai ketentuan terutama rasio NPL dan BMPK. Untuk pengurangan NPL telah dilakukan melalui penjualan asset bermasalah kepada PT JTII (JTrust Investment Indonesia), sedangkan Pelampauan BMPK yang masih ada saat ini hanya tinggal PT Sinar Central Sandang (PT SCS).
- Telah dilakukan proses uji coba terhadap Kebijakan dan SOP *Business Continuity Plan* (BCP) dan *Disaster Recovery Plan* (DRP) dengan disaksikan dan di-review oleh pihak independen, dan telah dilengkapi pula prosedur alternative pada masing-masing SOP di setiap unit kerja, serta telah dibentuk Tim yang melibatkan personel dari masing-masing unit kerja.
- Implementasi Compliance Report Monitoring (CRM) sebagai upaya meminimalkan sanksi dan denda atas keterlambatan kewajiban pelaporan kepada pihak Regulator (OJK/BI).
- Dewan Komisaris dan Direksi melakukan pengawasan dan memastikan terlaksananya penerapan Anti Pencucian Uang dan Pencegahan Pendanaan Terorisme (APU dan PPT).
- Dibentuk Tim Task Force terkait “Penanganan dan pencegahan Non Performing Loan (NPL)”, yang secara rutin melakukan pertemuan membahas perkembangan NPL, kualitas penanganan dan monitoring NPL, pencapaian target penyelesaian NPL yang telah dilakukan, serta membahas solusi yang akan ditindaklanjuti terkait penyelesaian dan perbaikan kredit yang bermasalah.
- Dibentuk Unit Kerja “*Four Eyes*” yang melakukan review terhadap kelayakan dalam pemberian kredit, antara lain terkait dengan analisis terhadap kelayakan dan kelengkapan laporan keuangan, kelengkapan data/dokumen dan legalitas usaha, kelayakan dan kecukupan agunan serta aspek legalitas, dan sebagainya.
- Meningkatkan penerapan APU dan PPT antara lain sebagai berikut:
 - Pembenahan data mandatory pada core banking, berkoordinasi dengan IT Division.
 - Optimalisasi penggunaan sistem Smart AML oleh Cabang.
- Implementation process of Risk Management have proceeded in line with the management risk policies and procedures, as well as fund provisional process to related parties, and fund provision in substantial amount. Decision making has also been performed in line with the existing policies and procedures.
- Strive to meet the target over banking business strategic plan through the policies which consistently adjust to take competition factors and economic conditions into consideration, while adhering to the principles of prudence.
- Improvement to certain ratios that not in compliance with regulations, particularly NPL and Legal Lending Limit (BMPK). Reduction of NPL has been conducted through the sale of distressed assets to PT JTII (JTrust Investment Indonesia), while the remaining excess over BMPK currently consist only of the facility to PT Sinar Central Sandang (PT SCS).
- Trial processes over the Policies and Business Continuity Plan (BCP) SOP as well as Disaster Recovery Plan have been performed. These trial processes have been witnessed and reviewed by independent parties and complemented by alternative procedures on each SOP at the work unit. Additionally, there have been formation of teams which involve personnels from each work unit.
- Implementation of Compliance Report Monitoring (CRM) in an effort to minimize sanctions and penalties due to late submission of mandatory reports to regulators (OJK/BI).
- The Board of Commissioners and the Board of Directors supervise and ensure the implementation of Anti-Money Laundering and Prevention of Funding on Terrorism Activities.
- Establishment of the Task Force on “Non Performing Loan (NPL) Handling and Prevention”, which will hold regular meetings to discuss current developments in NPL, the quality and monitoring of NPL handling, progress on the achievement of NPL settlement target, and follow-up solutions related to the settlement and restructuring of non-performing loans.
- Establishment of “*Four Eyes*” Unit to perform reviews toward the feasibility in credit disbursement, which include among others the analysis regarding the feasibility and data/document integrity as well as business legal aspects, feasibility and adequacy of the collaterals and legal aspects, and so forth.
- Improving the implementation of APU and PPT, as follow:
 - Organization of mandatory data in core banking in coordination with the IT Division.
 - Optimization of Smart AML system utilization in Branches.

- Pengalihan petugas UKPN dari Customer Service ke KBO/OO.
- Monitoring secara bulanan atas kelengkapan data mandatory terhadap pembukaan CIF baru.

- Transfer of UKPN personnel from Customer Service to KBO/OO.
- Monthly monitoring on the adequacy of mandatory data in new CIF opening.

c. Governance Outcomes

Governance Outcomes adalah hasil dari pelaksanaan GCG baik dari aspek hasil kinerja maupun cara-cara/praktik-praktik yang digunakan untuk mencapai hasil kinerja tersebut. Terkait *governance outcomes* antara lain dapat disampaikan beberapa hal sebagai berikut:

- Dewan Komisaris melakukan pengawasan dan memberikan rekomendasi serta saran kepada Direksi dalam upaya meningkatkan kinerja dan values bank dengan tetap memperhatikan prinsip kehati-hatian, melalui Rapat Direksi dan Komisaris (Radirkom dan Rapat *Review* Putusan RKK), Rapat Komite dibawah Komisaris dan melalui surat kepada Manajemen.
- Pemegang saham JTrust Co. telah melaksanakan komitmennya dengan melakukan penambahan modal secara bertahap.
- Direksi telah mempertanggungjawabkan pelaksanaan tugasnya kepada Pemegang Saham/PS melalui Rapat Umum Pemegang Saham/RUPS, memelihara komunikasi terhadap seluruh jajaran organisasi terkait visi dan misi perusahaan.
- Komite-komite memberikan rekomendasi maupun saran kepada Dewan Komisaris terkait permasalahan pengendalian interen, manajemen risiko dan lainnya yang bermanfaat.
- Temuan Satuan Kerja Audit Interen/SKAI maupun auditor eksternal sebagian besar telah diselesaikan, dan secara berkesinambungan terus dilakukan *monitoring* atas tindak lanjut penyelesaian DMTL kepada unit terkait.
- Laporan Kepatuhan, Laporan TKB secara semesteran disampaikan kepada Regulator dengan cakupan sesuai ketentuan yang berlaku, dan Laporan Profil Risiko secara triwulanan telah disampaikan kepada pihak Regulator sesuai ketentuan yang berlaku, sedangkan kajian profil risiko bulanan secara internal dilakukan Satuan Kerja Manajemen Risiko (SKMR) dan dilaporkan ke Direksi, disampaikan pula ke Komisaris dan dilakukan pembahasan pada rapat Komite Pemantau Risiko (KPR).
- Upaya pemenuhan kuantitas dan kualitas/kompetensi SDM, serta tahapan pemenuhan kebijakan dan SOP serta sistem dan infrastruktur pendukung, berimbas terhadap berjalannya kegiatan operasional dan bisnis yang memadai sesuai ketentuan, yang dijalankan berdasarkan prinsip kehati-hatian.

c. Governance Outcomes

Governance Outcomes is the result of GCG implementation both from the performance aspects as well as methods/practices applied to attain the performance outcome. With respect to the governance outcome, the following descriptions are presented in the paragraphs below:

- The Board of Commissioners supervise and provide recommendations as well as feedback to the Board of Directors in line with the attempts to improve the performance and bank values by maintaining the principles of prudence. All these measures will be carried out through the Board of Directors and Board of Commissioners meetings, Meetings of Committee under the Board of Commissioners and letter to the Management.
- Shareholder of JTrust Co. has fulfilled its commitment by conducting capital injection in several stages.
- The Board of Directors have accounted for the performance of its duties to the Shareholder through the General Meeting of Shareholders, and has maintained communications to all levels of the organization regarding the company's vision and mission statements.
- Committees provide recommendations and feedback to the Board of Commissioners with respect to the internal control, risk management and other useful matters.
- Most of the findings by Internal Audit unit as well as by external auditors have been resolved, and continuously monitored over the follow-up of the List of Follow-up Monitoring to the respective units.
- Compliance Report and biannual Bank Health Level Report have been submitted to the Regulation in which the coverage meets with the existing regulations. Risk Profile Report has been submitted on a trimonthly basis to the Regulator in line with the existing regulations. Meanwhile, reviews on internal monthly risk profile have been performed by Risk Management Unit and reported to the Board of Directors, submitted to the Board of Commissioners and discussions have been held during Risk Monitoring Committee meetings.
- Quantity and quality fulfillment efforts of Human Resources competences as well as fulfillment stages of the policies and SOP in addition to the system and supporting infrastructure. These efforts affect the operational and sufficient business activities in line with the regulations. Operational and business activities are accomplished by taking into accounts the principles of prudence.

- Penyediaan dana kepada pihak terkait dan penyediaan dana besar telah dilakukan dengan berpedoman pada ketentuan BMPK, dimana pemberian dan pencairan kredit senantiasa memperhitungkan permodalan bank.
 - Informasi produk dan jasa serta informasi lainnya antara lain SBDK, Pengumuman Suku Bunga Penjaminan LPS disampaikan kepada nasabah secara transparan baik tertulis maupun lisan.
 - Tim Penyelesaian Karyawan (TPK) dilakukan secara intensif dalam menindaklanjuti penyelidikan dan penyidikan permasalahan *fraud* yang dilakukan karyawan sebagai bagian dari moral enforcement, dan lebih mengintensifkan penerapan Kebijakan *Anti Fraud* termasuk *whistleblower*.
 - Bank telah melaksanakan ketentuan terkait Pengelolaan Pengaduan Nasabah dan Pelaporannya kepada pihak Regulator.
 - Penerapan APU dan PPT didukung sistem SMART AML yang terus dikembangkan agar semakin terintegrasi dengan *corebanking system* untuk keperluan proses pemantauan transaksi, kelengkapan informasi profil nasabah (CIF), pengukuran profil nasabah berdasarkan risiko, serta Pelaporan kepada regulator sesuai dengan ketentuan dan perundang-undangan yang berlaku.
 - Dengan adanya CRM, *awareness* dari setiap unit kerja terkait atas waktu penyampaian pelaporan menunjukkan peningkatan, dimana penyampaian laporan kepada OJK pada tahun 2015 pelanggarannya (denda/sanksi) menurun dibandingkan tahun 2014, baik secara kuantitas maupun jumlah/nilai dendanya, sebagai berikut:
- Provision of funds to the related parties and provision of funds in substantial amount have been performed by referring to the Legal Lending Limit regulations. Provision and disbursement of credits have always considered the bank capital.
 - Information of products and services as well as other information including Prime Lending Rate, Announcement of Deposit Insurance Corporation's Insurance Interest Rate to the customers transparently both in writing and verbally.
 - Staff Investigation Team follows up inquiry and investigation on fraud issues involving staff intensively as part of moral enforcement, and intensify even more the application of Anti-Fraud Policies including whistleblower.
 - The Bank has performed the regulations with respect to the Customers' Complaint Management and their Reporting to the Regulator.
 - The application of Anti-Money Laundering and Prevention of Funding for Terrorism Activities supported by SMART AML system have been continuously developed in order to be more integrated with core banking system. The purpose is to fulfill the requirements of transaction monitoring process, the integrity of Customer Information Profile (CIF), risk-based customer profile measurement, as well as reporting to the regulator in line with the existing laws and regulations.
 - With the CRM, there was increased awareness among all related work units regarding the time element of mandatory reporting, whereby there were reduced level of violation (penalties/sanction) for the submission of reports to the OJK in 2015 as compared to 2014, in terms of quantity as well as amount of fines, as follow:

(Rp ribu | Rp thousand)

Periode Period	Terlambat/Tidak Menyampaikan Laporan Failure to Submit Report on Time	Denda Atas Koreksi/ Kesalahan Pelaporan Penalty for Correction/ Improper Report	Surat Teguran Reprimand Letter
2014			
- Jumlah Number	14	5	5
- Total Denda Total Penalty	Rp343.130	Rp262	-
2015:			
- Jumlah Number	7	5	2
- Total Denda Total Penalty	Rp24.174	Rp15.096	-

*) Data berdasarkan rekap data internal atas konfirmasi denda dari BI/OJK dan berdasarkan konfirmasi Surat OJK No.S-24/PB/311/2016 tanggal 31 Maret 2016 terkait jumlah pelanggaran dan denda periode tahun 2015.
Data was based on internal data recap on confirmed penalty from BI/FSA and based on the FSA confirmation letter No. S-24/PB/311/2016 dated March 31, 2016 related to the number of violations and penalty in 2015.

- Rasio-rasio keuangan tahun 2014 dan 2015 yang belum memenuhi ketentuan adalah terkait dengan pelampauan BMPK dan NPL, dimana Tahun 2015 untuk NPL sudah sesuai ketentuan dan untuk BMPK progress penyelesaiannya sudah cukup signifikan, sebagai berikut:
- During 2014 and 2015 some financial ratios have not met the requirements. These ratios are relevant with the excess Legal Lending Limit and Non-Performing Loans. During 2015, NPL level has met the regulations while the progress of Legal Lending Limits resolution have been fairly significant as follow:

Pelampauan BMPK | Excess of LLL

(Rp juta | Rp million)

Periode Period	Nama Debitur Name of Debtor	Jumlah Pelampauan Exceedances
2014 (per 31 Desember) As of December 31	Kredit Loan:	
	1. PT Sinar Central Sandang	153.766
	L/C	
	1. PT Sakti Persada Raya	31.506
	2. PT Damar Kristal Mas	6.177
Surat Berharga Marketable Securities	1. Nomura Bank Int'l PLC London	261.927
	2. JP Morgan	309.625
	2015 (per 31 Desember) As of December 31	Kredit Loan:
	1. PT Sinar Central Sandang	137.350
	2. JTrust Investment Indonesia	9.507

Perbandingan NPL Tahun 2014 & Tahun 2015 | NPL Comparison of 2014 & 2015

Keterangan Description	2014	2015
NPL GROSS	12,24%	3,73%
NPL NETT	6,35%	2,56%

- Action Plan pelampauan BMPK a/n. JTII dengan komitmen penyelesaian melalui angsuran pinjaman pada bulan Januari 2016 telah dipenuhi.
- Untuk mengatasi NPL telah dilakukan solusi penjualan kredit bermasalah ke JTII dan telah mendapat persetujuan dari OJK.

- Action Plan for the excess of BMPK on behalf of JTII, with a commitment for settlement through installment payments in January 2016, has been fulfilled.
- To reduce the NPL level, the solution was to sell the distressed assets to JTII, and this has been approved by OJK.

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B. Faktor Kelemahan

a. Governance Structure

- Komite di bawah Komisaris yaitu Komite Nominasi dan Remunerasi, sementara ini Ketua komitennya masih "vacant", tetapi pada RUPS Tahunan (Juni 2016) akan ditunjuk Komisaris Independen, sehingga Ketua Komite Nominasi dan Remunerasi dapat terpenuhi.
- Kecukupan dan kompetensi Sumber Daya Manusia/SDM masih perlu terus dipenuhi dan ditingkatkan, maka Bank akan menindaklanjuti/ menyelesaikan hal-hal sebagai berikut:
 - Menerapkan sistem meritokrasi dengan bantuan penasihat.
 - Melakukan rekrutmen karyawan yang memiliki kompetensi yang baik.
 - Restrukturisasi karyawan atas penutupan Cabang yang kinerjanya tidak menguntungkan.

B. Weaknesses

a. Governance Structure

- The position of committee chairman of the Nomination and Remuneration Committee is currently still vacant; however, the upcoming Annual GMS (June 2016) will appoint an Independent Commissioner to serve as Chairman of the Nomination and Remuneration Committee.
- The adequacy and competencies of human resources have still to be fulfilled and improved, and according the Bank will engage in the following initiatives:
 - Implementing a merit system with the assistance of a consultant.
 - Recruitment of competent employees.
 - Employee restructuring with regards to the closure of under-performed branches.

b. Governance Process

- Kelengkapan dan kebenaran data/dokumen kredit masih perlu diperbaiki. NPL dan AYDA telah dialihkan/dijual kepada JTII, sehingga Bank dapat lebih fokus pada *performing loan*. Untuk tujuan ini Bank telah melakukan tindakan-tindakan sebagai berikut:
 - Menerapkan *four eyes principle*.
 - Merekrut karyawan baru dengan kompetensi yang baik di bidang kredit.
 - Membentuk *Task Force* yang terkait dengan penanganan dan pencegahan *Non Performing Loan* (NPL).

c. Governance Outcome

- Masih terdapat pemenuhan rasio yang belum sesuai ketentuan yaitu pelampauan BMPK. Untuk tujuan ini maka penambahan modal tidak dapat dilakukan karena keterbatasan oleh peraturan OJK, sehingga Bank akan mengatasinya dengan cara mencari solusi lain serta akan berupaya untuk meningkatkan profitabilitas dengan menaikkan suku bunga kredit PT Sinar Central Sandang (PT SCS).
- Masih terdapat sanksi peringatan/teguran, administrasi dan denda terhadap proses dan penyampaian Laporan Rutin Bank kepada Regulator, dimana pada semester II Tahun 2015 masih terdapat sanksi dan denda dari Otoritas Jasa Keuangan. Sanksi dan denda tersebut antara lain akibat:
 - Keterlambatan Laporan Berkala Bank Umum (LBBU) dan Laporan Bank Umum (LBU).
 - Adanya migrasi data dari Equation ke Bank Vision.
 - Adanya kesalahan kode transaksi, serta keterlambatan mengumumkan keterbukaan informasi terkait transaksi afiliasi.
- Masih terdapat Daftar *Monitoring Tindak Lanjut* (DMTL) Tahun 2015 atas hasil audit OJK yang belum diselesaikan. Untuk DMTL OJK hasil pemeriksaan pada bulan Januari 2015, kondisinya s/d bulan Desember 2015 sudah selesai sekitar 96%, dan sisanya dalam proses penyelesaian.

b. Governance Process

- The adequacy and accuracy of credit data/document still need to be improved. NPL and AYDA have been transferred/sold to JTII, enabling the Bank to focus on performing loans. As such, the Bank has undertaken the following initiatives:
 - Implementation of four eyes principle.
 - Recruitment of new employees with proper competences in credit.
 - Establishment of related Task Force for the handling and prevention of Non Performing Loan (NPL).

c. Governance Outcome

- The legal lending limit (BMPK) ratio is still in excess of regulatory requirement. For this purpose, capital injection is not the answer as it is limited by FSA regulation, and hence the Bank will seek other solution including efforts to improve profitability by increasing the interest rate on loans to PT Sinar Central Sandang (PT SCS).
- There are still a number of sanctions/admonition/administration fines/penalties related to submission of Bank Routine Reports to Regulators, whereby in the second semester of 2015 there were sanctions and penalties from the Financial services Authority. These sanctions and penalties are due to:
 - Late submission of Periodic Report of Commercial Bank (LBBU) and Commercial Bank Report (LBU).
 - Migration of data from Equation to Bank Vision.
 - Mistakes in transaction codes, and lateness in announcement of information disclosures regarding affiliated transaction.
- There are still a number of unresolved items in the Follow-Up Monitoring List (DMTL) Year 2015 of the audit by the FSA. For the DMTL FSA of the audit result in January 2015, approximately 96% have been resolved up to December 2015, and the remainder are in the process of settlement.

- Terdapat 2 (dua) kasus kecurangan (*Internal Fraud*) yang terjadi tahun 2014 dan terungkap tahun 2015, yaitu kejadian *fraud* di Unit Kerja Consumer Loan Division, dan di Kios Mikro Jatinegara, dimana hal tersebut pada Semester II (bulan Agustus) tahun 2015 Bank telah melakukan upaya penyelesaiannya melalui proses hukum dengan melaporkan pegawai yang terlibat *fraud* kepada pihak berwajib/Kepolisian. Sedangkan pada tahun 2015, masih terdapat 1 (satu) kasus kecurangan (*Internal Fraud*), yaitu kejadian *fraud* di Unit Kerja Retail Business Division. Investigasi telah dilakukan oleh Anti Fraud Division, dan tindakan terhadap pelaku yaitu dikeluarkan dari bank.

- There are 2 (two) internal fraud cases that occurred in 2014 and discovered in 2015, namely the fraud in Consumer Loan Division, and in Jatinegara Micro Kiosk, whereby in the second semester (August) of 2015 the Bank has engaged in resolving the cases through legal action, and has reported the employees involved in the fraud cases to the proper authorities/the national police. Meanwhile, in 2015, there is a single internal fraud case at the Retail Business Division. The Anti Fraud Division has conducted an investigation of the case, and the perpetrator has been expelled from the Bank.

Kesimpulan

Berdasarkan analisis Kekuatan dan Kelemahan atas 11 Faktor *Self Assessment* Pelaksanaan GCG, dan memperhatikan penilaian terhadap Kualitas Penerapan Manajemen Risiko dalam rangka Profil Risiko Bank, serta beberapa perbaikan terkait dengan pelaksanaan penerapan GCG yang telah mengembalikan status PT Bank JTrust Indonesia Tbk dalam status Bank “Dalam Pengawasan Normal”, maka penilaian sendiri (*Self Assessment*) Pelaksanaan GCG posisi Desember 2015 adalah peringkat “3 (Cukup Baik)”.

Conclusion

Based on Strength and Weaknesses analysis over 11 Self-Assessment Factors of GCG Implementation, and by taking into consideration the assessment over the Implementation Quality of Risk Management and in conjunction with Bank Risk Profiling, as well as any relevant improvement with regard to the implementation of GCG which has restored the status of PT Bank JTrust Indonesia, Tbk. to Bank in “Routine Supervision” status, then the rating for Self-Assessment results of GCG Implementation as of December 2015 is “3 (Fairly Good).”

II. STRUKTUR DAN MEKANISME TATA KELOLA

2.1. Rapat Umum Pemegang Saham (RUPS)

Rapat Umum Pemegang Saham (RUPS) merupakan hirarki tertinggi dalam organisasi perusahaan yang mempunyai kewenangan yang tidak diberikan kepada Direksi atau Dewan Komisaris dalam batas-batas yang ditentukan dalam Undang-Undang RI Nomor 40 Tahun 2007 tentang Perseroan Terbatas, dan/atau Anggaran Dasar Perseroan Pasal 18. RUPS berwenang untuk:

- Mengevaluasi kinerja Dewan Komisaris dan Direksi berkaitan dengan Laporan Tahunan Perseroan atau menyetujui Laporan Tahunan termasuk Laporan Keuangan dan Laporan Tugas Pengawasan Dewan Komisaris Perseroan serta memberikan pelunasan dan pembebasan tanggung jawab (*acquitt et decharge*) kepada anggota Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan yang telah dilakukannya masing-masing.
- Mengambil keputusan-keputusan yang menyangkut struktur organisasi, misalnya perubahan Anggaran Dasar, penggabungan, peleburan, pengambilalihan, pemisahan, pembubaran, dan likuidasi Perseroan.
- Mengangkat dan memberhentikan anggota Dewan Komisaris dan Direksi Perseroan.
- Menetapkan gaji atau honorarium dan tunjangan lain serta *tantiem* Direksi dan Dewan Komisaris Perseroan.
- Memberi kuasa dan kewenangan kepada Dewan Komisaris untuk menunjuk Kantor Akuntan Publik (KAP), Akuntan Publik yang terdaftar di Indonesia serta yang terafiliasi dengan salah satu dari KAP Internasional dan tercatat di Otoritas Jasa Keuangan (OJK) pasar modal untuk mengaudit Laporan Keuangan Perseroan dan menetapkan jumlah honorariumnya.

RUPS terdiri dari RUPS Tahunan dan RUPS Luar Biasa yang wajib diselenggarakan sesuai Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku.

Dalam forum RUPS, pemegang saham berhak memperoleh keterangan yang berkaitan dengan Perseroan dari Direksi dan/atau Dewan Komisaris, sepanjang berhubungan dengan mata acara rapat.

Selama tahun 2015, PT Bank JTrust Indonesia Tbk telah menyelenggarakan 4 (empat) kali RUPS yaitu:

- 1 (satu) kali RUPS Tahunan pada tanggal 23 Juni 2015
- 3 (tiga) kali RUPS Luar Biasa, yang dilaksanakan pada tanggal 30 Maret 2015, tanggal 29 September 2015, dan terakhir pada tanggal 28 Desember 2015

(1) RUPS Tahunan (RUPST)

Pada tanggal 23 Juni 2015 telah diadakan RUPS Tahunan dan sekaligus RUPS Luar Biasa, yang menghasilkan beberapa keputusan penting, diantaranya adalah:

II. GOVERNANCE STRUCTURE AND MECHANISM

2.1. General Meeting of Shareholders (GMS)

General Meeting of Shareholders (GMS) is the highest hierarchy in the company organ which has the authorities not granted to the Board of Directors and Board of Commissioners subject to limitations stipulated under the Laws of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies, and/or Article 18 of the Articles of Association of the Company. GMS is authorized to:

- Evaluate the performance of the Board of Commissioners and Board of Directors in relation to the Company's Annual Report or approve the Annual Report including the Financial Statements and the Monitoring Report of the Board of Commissioners of the Company and grant release and discharge (*acquitt et decharge*) to members of the Board of Directors and Board of Commissioners of the Company on their respective management and supervisory actions.
- Resolve matters related to organizational structure, such as amendment of the Articles of Association, merger, amalgamation, acquisition, spin off, dissolution and liquidation of the Company.
- Appoint and dismiss members of the Board of Commissioners and Board of Directors of the Company.
- Determine the salary or remuneration and other allowances and *tantiem* of the Board of Directors and Board of Commissioners of the Company.
- Grant proxy and authorization to the Board of Commissioners to appoint the Public Accounting Firm, which is registered in Indonesia and affiliated with an international public accounting firm and certified by the Financial Services Authority (OJK) of the capital market to audit the Financial Statements of the Company and determine their fees.

GMS consists of Annual GMS and Extraordinary GMS which must be held in accordance with the Company's Articles of Association and the prevailing laws.

In the GMS forum, the shareholders are entitled receive information related to the Company from the Board of Directors and/or the Board of Commissioners, so long as it is related to the meeting agenda.

In 2015, PT Bank JTrust Indonesia Tbk had held 4 (four) GMS as follows:

- 1 (one) Annual GMS on June 23, 2015
- 3 (three) Extraordinary GMS held on March 30, 2015, September 29, 2015 and the latest held on December 28, 2015.

(1) Annual GMS (AGMS)

An Annual GMS and at the same time an Extraordinary GMS were held on June 23, 2015 which resolve several important resolutions, among which are as follows:

Agenda Pertama:

1. Menyetujui dan menerima baik Laporan Tahunan Perseroan tahun buku 2014, termasuk Laporan Tugas Pengawasan Dewan Komisaris Perseroan, dan mengesahkan Laporan Keuangan Perseroan tahun buku 2014 yang telah diaudit oleh Kantor Akuntan Publik Tjahjadi & Tamara (*a member firm of Morison International*) dengan pendapat "Wajar Tanpa Pengecualian" sebagaimana dinyatakan dalam laporannya tertanggal 27 Maret 2015.
2. Dengan disetujuinya Laporan Tahunan Perseroan tahun buku 2014 tersebut, maka memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya ("*vollediq acquit et decharge*") kepada para anggota Direksi Perseroan (termasuk anggota Direksi yang telah mengundurkan diri dalam tahun buku 2014) atas tindakan kepengurusan yang telah mereka jalankan selama tahun buku 2014, serta Dewan Komisaris (termasuk anggota Dewan Komisaris yang telah mengundurkan diri dalam tahun buku 2014) atas tindakan pengawasan yang telah mereka jalankan selama tahun buku 2014 sejauh tindakan tersebut tercermin dalam Laporan Tahunan dan Laporan Keuangan Perseroan tahun buku yang berakhir pada tanggal 31 Desember 2014.

Agenda Kedua:

Melimpahkan kewenangan RUPS sebagaimana diatur dalam Pasal 19 ayat (2) butir d Anggaran Dasar Perseroan yang menyatakan bahwa "Dalam RUPS dilakukan penunjukan Akuntan Publik yang terdaftar atau pemberian kuasa untuk melakukan penunjukan Akuntan Publik yang terdaftar" kepada Dewan Komisaris untuk menetapkan KAP yang mengaudit laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2015, termasuk menetapkan honorarium dan persyaratan lainnya bagi KAP tersebut, serta menetapkan KAP pengganti dalam hal KAP yang telah ditunjuk dan ditetapkan tersebut, karena sebab apapun tidak dapat menyelesaikan audit laporan keuangan Perseroan untuk tahun 2015.

Agenda Ketiga:

Menyetujui pemberian kuasa kepada Dewan Komisaris Perseroan untuk menetapkan besarnya gaji anggota Direksi, honorarium anggota Dewan Komisaris, *tantiem* serta penetapan *benefit* lainnya bagi segenap anggota Direksi dan anggota Dewan Komisaris Perseroan untuk tahun buku 2015 berdasarkan rekomendasi Komite Remunerasi dan Nominasi (KRN).

First Agenda

1. To approve and receive the Company's Annual Report for fiscal year of 2014, including the Supervisory Report of the Board of Commissioners of the Company, and to ratify the Company's Financial Statements for fiscal year of 2014 which had been audited by the Public Accounting Firm Tjahjadi & Tamara (*a member firm of Morison International*) with an "Unqualified Opinion" as stated in their report dated March 27, 2015.
2. By the approval of the Company's Annual Report for fiscal year 2014, a full release and discharge ("*vollediq acquit et decharge*") was granted to members of the Board of Directors of the Company (including members of the Board of Directors who resigned in fiscal year 2014) on the management actions performed in fiscal year of 2014, and the Board of Commissioners (including members of the Board of Commissioners who resigned in fiscal year 2014) on the supervisory actions performed in fiscal year of 2014, so long as said actions are reflected in the Annual Report and the Financial Statements of the Company for the fiscal year ended on 31 December 2014.

Second Agenda:

To delegate authority of the GMS as set out in Article 19 paragraph (2) item d of the Articles of Association of the Company which states that "The GMS appoint a registered Public Accountant or grant proxy to appoint the registered Public Accountant" to the Board of Commissioners to determine the public accounting firm which will audit the financial statements of the Company for the fiscal year ending on December 31, 2015, including determine the fee and other requirements for the public accounting firm, including appointing a substitute public accounting firm, in the event the previously appointed public accounting firm for whatever reason is not able to complete the audit of the financial statements of the Company for 2015.

Third Agenda:

To approve the authorization to the Board of Commissioners of the Company to determine the amount of salary of members of the Board of Directors, remuneration of members of the Board of Commissioners, *tantiem* and the determination of other benefits for all members of the Board of Directors and members of the Board of Commissioners of the Company for the fiscal year of 2015 based on the recommendations of the Remuneration and Nomination Committee (KRN).

Agenda Keempat:

1. Menyetujui atas perubahan beberapa pasal dalam Anggaran Dasar Perseroan, yang merupakan penyesuaian dengan Peraturan Otoritas Jasa Keuangan.
2. Menyatakan dan menyusun kembali seluruh pasal-pasal Anggaran Dasar dan ayat-ayat Anggaran Dasar yang tidak diubah dalam Rapat ini sehubungan dengan adanya perubahan tersebut diatas.
3. Memberikan wewenang dan kuasa kepada Direksi Perseroan dengan hak substitusi, untuk menyatakan kembali keputusan berkenaan dengan perubahan dan penyusunan kembali seluruh pasal-pasal Anggaran Dasar Perseroan dalam suatu akta Notaris dan melaporkan perubahan tersebut kepada Kementerian Hukum dan HAM Republik Indonesia.

Agenda Kelima:

1. Menyetujui dan menerima pengunduran diri Nona Adriana Muliato selaku Komisaris Independen Perseroan terhitung sejak ditutupnya Rapat ini, dengan mengucapkan terima kasih atas jasa-jasa yang telah diberikan.
2. Menyetujui pengangkatan Tuan Benny Luhur selaku Komisaris (Independen) Perseroan, dengan masa jabatan yang akan berakhir sampai dengan saat ditutupnya RUPS Tahunan ke-3 (tiga) setelah Rapat ini terhitung sejak tanggal pengangkatan yang bersangkutan dengan tidak mengurangi hak RUPS untuk memberhentikan anggota Komisaris tersebut sewaktu-waktu sebelum masa jabatannya berakhir. Pengangkatan tersebut akan berlaku efektif sejak dinyatakan lulus uji kemampuan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang-undangan yang berlaku, dengan ketentuan apabila persyaratan yang ditetapkan oleh OJK sehubungan dengan pengangkatan tersebut tidak terpenuhi atau OJK tidak memberikan persetujuannya, maka pengangkatan tersebut menjadi batal tanpa diperlukan persetujuan RUPS.

Dengan demikian susunan anggota Dewan Komisaris Perseroan sebagai berikut:

Dewan Komisaris

Komisaris Utama	: Nobiru Adachi
Wakil Komisaris Utama (Independen)	: Sigid Moerkardjono
Komisaris (Independen)	: Koh Yong Guan *)
Komisaris (Independen)	: Benny Luhur *)

*) Efektif terhitung sejak tanggal lulus hasil uji kemampuan dan kepatutan (*Fit and Proper Test*) dari Otoritas Jasa Keuangan (OJK).

Fourth Agenda:

1. To approve the amendments of several provisions in the Articles of Association, to conform to the Financial Services Authority regulations.
2. To restate and reconstitute the entire Articles of Association and the verses of the Articles of Association which were not amended in this meeting in relation to the abovementioned amendments.
3. To grant proxy and authorize the Board of Directors with the right of substitution, to restate resolutions regarding the amendments and the reconstitution of the articles of the Articles of Association of the Company in a notarial deed and report it to the Ministry of Law and Human Rights of the Republic of Indonesia.

Fifth Agenda:

1. To approve and accepted the resignation of Ms. Adriana Muliato as Independent Commissioner of the Company as of the closing of this Meeting, and gratitude for services rendered.
2. To approve the appointment of Mr. Benny Luhur as (Independent) Commissioner of the Company, with term of office which will expire on the closing of the third Annual GMS following this Meeting as of the date of appointment without prejudice to the right of the GMS to dismiss members of the Board of Commissioners at any time prior to the end of their term of office. The appointment will be effective after he passes the fit and proper test performed by the Financial Services Authority (FSA) and satisfaction of the prevailing legislation, provided that if the requirements set by the FSA in relation to the appointment are not satisfied or the FSA does not give its approval, the appointment becomes void without the required approval from the GMS.

As such the composition of the Board of Commissioners of the Company is as follows:

Board of Commissioners

President Commissioner	: Nobiru Adachi
Vice President Commissioner (Independent)	: Sigid Moerkardjono
Commissioner (Independent)	: Koh Yong Guan *)
Commissioner (Independent)	: Benny Luhur *)

*) Effective as of the date he passes the fit and proper test of the Financial Services Authority (FSA).

3. Memberi kuasa dan wewenang kepada Direksi Perseroan untuk menyatakan perubahan pengurus Perseroan dalam Akta Notaris tersendiri dan menyampaikan pemberitahuan perubahan data Perseroan kepada Kementerian Hukum dan HAM Republik Indonesia.

Agenda Keenam:

1. Menyetujui pelaksanaan program kepemilikan saham oleh Direksi dan Komisaris (*Management Stock Option Program*).
2. Memberikan kuasa dan wewenang kepada Dewan Komisaris Perseroan terkait pelaksanaan kepemilikan saham oleh Direksi dan Komisaris (*Management Stock Option Program/MSOP*).

Agenda Ketujuh:

1. Memberikan kuasa kepada Direksi Perseroan untuk menyatakan susunan komposisi Pemegang Saham Perseroan setelah dilaksanakannya proses pengalihan saham oleh para Pemegang Saham dalam akta notaris tersendiri dan menyampaikan perubahan data Perseroan kepada Kementerian Hukum dan HAM Republik Indonesia.
2. Mendelegasikan wewenang kepada Dewan Komisaris Perseroan untuk menyatakan susunan komposisi Pemegang Saham Perseroan setelah dilaksanakannya proses pengalihan saham oleh para Pemegang Saham.

(2) RUPS Luar Biasa (RUPSLB)

- A. Pada tanggal 30 Maret 2015 telah diadakan RUPS Luar Biasa, yang menghasilkan beberapa keputusan penting sebagai berikut:

Agenda Pertama:

1. Menyetujui Penambahan Modal Perseroan melalui pengeluaran saham Tanpa Hak Memesan Efek Terlebih Dahulu (HMETD) sebanyak 30.000.000.000.000 (tiga puluh triliun) lembar saham seri A dengan nilai nominal sebesar Rp0,01 (satu sen) atau sebesar Rp300.000.000.000 (tiga ratus miliar Rupiah).
2. Mendelegasikan kewenangan kepada Dewan Komisaris untuk menyatakan hasil peningkatan modal tersebut setelah selesainya pelaksanaan penambahan modal tanpa HMETD serta memberi kuasa kepada Direksi Perseroan untuk menyatakan kedalam akta notaris tersendiri mengenai pelaksanaan peningkatan modal tanpa HMETD tersebut.

3. Grant the power and authority to the Board of Directors to declare a change in the Company's management board under a separate notary deed and convey the notifications of change of Company's data to the Ministry of Law and Human Rights of the Republic of Indonesia.

Sixth Agenda:

1. To approve the implementation of the share ownership program by the Board of Directors and Board of Commissioners (*Management Stock Option Program*).
2. To grant proxy and authorization to the Board of Commissioners of the Company on the implementation of share ownership by the Board of Directors and Board of Commissioners (*Management Stock Option Program/MSOP*).

Seventh Agenda:

1. To authorize the Board of Directors of the Company to declare the composition of the shareholders of the Company after the implementation of the transfer of shares process by the shareholders in a separate notarial deed and submit the Company's data changes to the Ministry of Law and Human Rights of the Republic of Indonesia.
2. To delegate authority to the Board of Commissioners of the Company to declare the composition of the shareholders of the Company after the implementation of the transfer of shares process by the shareholders.

(2) Extraordinary General Meeting of Shareholders (EGMS)

- A. On 30 March 2015 an Extraordinary GMS was held, which resolved several important resolutions as follows:

First Agenda:

1. To approve Capital Increase of the Company through the issuance of shares without pre-emptive rights in the amount of 30,000,000,000,000 (thirty trillion) of series A shares with a nominal value of Rp0.01 (one cent) or in the amount of Rp300,000,000,000 (three hundred billion Rupiah).
2. To delegate authority to the Board of Commissioners to declare the result of the capital increase after the completion of the capital increase without pre-emptive rights and grant proxy to the Board of Directors of the Company to declare the implementation of the capital increase without pre-emptive rights under a separate notary deed.

Agenda Kedua:

1. Menyetujui pengangkatan Tuan Koh Yong Guan dan Nona Adriana Muliato masing-masing sebagai Komisaris Independen Perseroan yang baru. Pengangkatan Tuan Koh Yong Guan dan Nona Adriana Muliato, berlaku untuk masa jabatan sampai dengan ditutupnya RUPS Tahunan ke-3 (tiga) terhitung sejak tanggal pengangkatan yang bersangkutan dengan tidak mengurangi hak RUPS untuk menghentikan anggota Komisaris tersebut sewaktu-waktu sebelum masa jabatannya berakhir.
2. Sehingga berdasarkan keputusan tersebut di atas maka Susunan Pengurus Perseroan menjadi sebagai berikut:

Dewan Komisaris

Komisaris Utama	: Nobiru Adachi *)
Wakil Komisaris Utama/ Independen	: Sigid Moerkardjono
Komisaris Independen	: Koh Yong Guan *)
Komisaris Independen	: Adriana Muliato *)

Direksi

Direktur Utama	: Ahmad Fajar
Direktur	: Felix Istyono Hartadi Tiono
Direktur	: Laksmi Mustikaningrat
Direktur	: Yoshio Hirako *)
Direktur	: Eihito Tamura *)

*) Pengangkatan akan berlaku efektif sejak dinyatakan lulus uji Kemampuan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang-undangan yang berlaku. Apabila persyaratan yang ditetapkan oleh OJK sehubungan dengan pengangkatan tersebut tidak terpenuhi atau OJK tidak memberikan persetujuannya, maka pengangkatan tersebut menjadi batal tanpa diperlukan persetujuan RUPS

3. Memberi kuasa kepada Direksi Perseroan untuk menyatakan perubahan susunan pengurus Perseroan dalam Akta Notaris tersendiri.

Agenda Ketiga:

1. Menyetujui perubahan nama Perseroan menjadi PT BANK JTRUST INDONESIA Tbk.
2. Memberi kuasa kepada Direksi Perseroan untuk menyatakan perubahan Anggaran Dasar terkait nama Perseroan dalam akta Notaris tersendiri.

Agenda Keempat:

1. Menyetujui perubahan dan penambahan beberapa pasal dalam Anggaran Dasar Perseroan yang terkait dengan Rapat Umum Pemegang Saham (RUPS) sebagaimana tercantum dalam Pasal 19 Ayat 4 dan Ayat 7, Pasal 20 Ayat 2 dan Ayat 5 dan Pasal 21 Ayat 3 serta penambahan Pasal 19 Ayat 5 dan Pasal 20 Ayat 3.
2. Memberi kuasa kepada Direksi Perseroan untuk menyatakan perubahan Anggaran Dasar dalam Akta Notaris tersendiri.

Second Agenda:

1. To approve the appointment of Mr. Koh Yong Guan and Ms. Adriana Muliato respectively as the Company's new Independent Commissioner. Appointment of Mr. Koh Yong Guan and Ms. Adriana Muliato, will be valid for a term until the closing of the third Annual GMS as of the relevant date of appointment without prejudice to the right of the GMS to dismiss said members of the Board of Commissioners at any time prior to the expiry of their term of office.
2. As such, subject to the abovementioned resolutions, the composition of the Management Board of the Company shall be as follows:

Board of Commissioners

President Commissioner	: Nobiru Adachi *)
Vice President Commissioner/ Independent	: Sigid Moerkardjono
Independent Commissioner	: Koh Yong Guan *)
Independent Commissioner	: Adriana Muliato *)

Board of Directors

President Director	: Ahmad Fajar
Director	: Felix Istyono Hartadi Tiono
Director	: Laksmi Mustikaningrat
Director	: Yoshio Hirako *)
Director	: Eihito Tamura *)

*) The appointment will be effective after passing the fit and proper test by the Financial Services Authority (FSA) and satisfaction of the prevailing laws. If the requirements set forth by the FSA in relation with such appointment are not satisfied or the FSA refused to give consent, then such appointment shall be void without the required further approval from the GMS.

3. To authorize the Board of Directors of the Company to declare changes in the management structure of the Company in a separate Notary Deed.

Third Agenda:

1. To approve the change of name of the Company to PT BANK JTRUST INDONESIA Tbk.
2. To authorize the Board of Directors of the Company to declare an amendment of the Articles of Association in relation to the Company's name in a separate notarial deed.

Fourth Agenda:

1. To approve amendments and additions of several articles of the Articles of Association of the Company relating to the General Meeting of Shareholders (GMS) as stated in Article 19 Paragraph 4 and Paragraph 7, Article 20 Paragraph 2 and Paragraph 5 and Article 21 Paragraph 3 and the addition of Article 19 Paragraph 5 and Article 20 Paragraph 3.
2. To authorize the Board of Directors to declare the amendments of the Articles of Association in a separate Notary Deed.

B. Pada tanggal 29 September 2015 telah diadakan RUPS Luar Biasa, yang menghasilkan beberapa keputusan penting sebagai berikut:

1. Menyetujui peningkatan Modal Dasar dari Rp12.000.000.000.000 (dua belas triliun Rupiah) menjadi Rp15.000.000.000.000 (lima belas triliun Rupiah), dalam bentuk saham seri A sebanyak 300.000.000.000.000 (tiga ratus triliun) lembar saham dengan nominal Rp0,01 (satu sen) per saham.
2. Menyetujui penambahan Modal Perseroan tanpa Hak Memesan Efek Terlebih Dahulu (HMETD) sebanyak 40.000.000.000.000 (empat puluh triliun) lembar saham berupa saham seri A dengan nilai nominal Rp0,01 (satu sen) per saham atau sebesar Rp400.000.000.000 (empat ratus miliar Rupiah).
3. Menyetujui perubahan Pasal 4 Anggaran Dasar Perseroan terkait peningkatan modal dasar dan penambahan modal Perseroan tanpa HMETD.
4. Mendelegasikan kewenangan kepada Dewan Komisaris untuk menyatakan hasil peningkatan modal tersebut setelah selesainya pelaksanaan penambahan modal tanpa HMETD serta memberi kuasa kepada Direksi Perseroan untuk menyatakan kedalam akta notaris tersendiri mengenai pelaksanaan peningkatan modal tanpa HMETD tersebut.

C. Pada tanggal 28 Desember 2015 telah diadakan RUPS Luar Biasa, yang menghasilkan beberapa keputusan penting sebagai berikut:

Agenda Pertama:

1. Menerima pengunduran diri Nyonya Laksmi Mustikaningrat sebagai Direktur Perseroan terhitung sejak ditutupnya rapat disertai dengan ucapan terima kasih atas jasa yang telah diberikan selama menjabat.
2. Menerima pengunduran diri Tuan Yoshio Hirako sebagai Direktur Perseroan terhitung sejak ditutupnya rapat disertai dengan ucapan terima kasih atas jasa yang telah diberikan selama menjabat.
3. Mengangkat Tuan Ritsuo Ando sebagai Direktur Perseroan yang baru. Pengangkatan Tuan Ritsuo Ando berlaku untuk masa jabatan sampai dengan ditutupnya RUPS Tahunan ke-3 (tiga) terhitung sejak tanggal pengangkatan yang bersangkutan dengan tidak mengurangi hak RUPS untuk memberhentikan anggota Direksi tersebut sewaktu-waktu sebelum masa jabatannya berakhir.
4. Mempertahankan Tuan Sigid Moerkardjono sebagai anggota Dewan Komisaris Perseroan, sehingga beliau tetap melanjutkan jabatannya sebagai Wakil Komisaris Utama merangkap Komisaris Independen Perseroan.

B. An Extraordinary GMS was held on 29 September 2015, which resolved several important resolutions as follows:

1. To approve an increase in the Authorized Capital previously Rp12,000,000,000,000 (twelve trillion Rupiah) into Rp15,000,000,000,000 (fifteen trillion Rupiah), in the form of 300,000,000,000,000 (three hundred trillion) series A shares with a nominal value of Rp0.01 (one cent) per share.
2. To approve the increase of Capital of the Company without Preemptive Rights in the amount of 40,000,000,000,000 (forty trillion) series A shares with a nominal value of Rp0.01 (one cent) per share or a total of Rp400,000,000,000 (four hundred billion Rupiah).
3. To approve the amendment of Article 4 of the Articles of Association of the Company in relation to the increase of authorized capital and increase of capital of the Company without pre-emptive rights.
4. To delegate authority to the Board of Commissioners of the Company to declare the result of the increase of capital after the completion of the increase of capital without pre-emptive rights and authorize the Board of Directors of the Company to declare the resolution on the implementation of the capital increase without pre-emptive rights in separate a notary deed.

C. An Extraordinary GMS was held on December 28, 2015, which resolved several important resolutions as follows:

First Agenda:

1. To accept the resignation of Mrs. Laksmi Mustikaningrat as Director of the Company effective from the closing of the meeting accompanied by gratitude for services rendered during her tenure.
2. To accept the resignation of Mr. Yoshio Hirako as Director of the Company effective from the closing of the meeting accompanied by gratitude for services rendered during his tenure.
3. To appoint Mr. Ritsuo Ando as the new Director of the Company. Appointment of Mr. Ando Ritsuo shall be valid for a term until the closing of the third Annual GMS as of the relevant date of appointment without prejudice to the right of the GMS to dismiss said members of the Board of Directors at any time prior to the expiry of their term of office.
4. To maintain Mr. Sigid Moerkardjono as a member of the Board of Commissioners of the Company, so he continues his tenure as Vice President Commissioner and Independent Commissioner of the Company.

5. Sehingga berdasarkan keputusan tersebut diatas maka Susunan Pengurus Perseroan menjadi sebagai berikut:

Dewan Komisaris

Komisaris Utama	: Nobiru Adachi
Wakil Komisaris Utama/	
Independen	: Sigid Moerkardjono
Komisaris Independen	: Benny Luhur
Komisaris Independen	: Koh Yong Guan *)

Direksi

Direktur Utama	: Ahmad Fajar
Direktur	: Felix Istyono Hartadi Tiono
Direktur	: Eihito Tamura
Direktur	: Ritsuo Ando

*) Berlaku efektif sejak dinyatakan lulus uji kelayakan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang undangan yang berlaku, dengan ketentuan apabila persyaratan yang ditetapkan oleh OJK sehubungan dengan pengangkatan tersebut tidak terpenuhi atau OJK tidak memberikan persetujuannya, maka pengangkatan tersebut menjadi batal tanpa diperlukan persetujuan RUPS.

6. Memberi kuasa kepada Direksi Perseroan untuk menyatakan perubahan susunan pengurus Perseroan dalam Akta Notaris tersendiri.

Agenda Kedua:

1. Menyetujui atas perubahan Tempat Kedudukan dan Kantor Pusat PT Bank JTrust Indonesia Tbk., dari Kota Administrasi Jakarta Selatan, Provinsi DKI Jakarta ke Kota Administrasi Jakarta Pusat Provinsi DKI Jakarta, sehingga merubah pasal 1 ayat 1 Anggaran Dasar Perseroan.
2. Memberikan wewenang dan kuasa kepada Direksi Perseroan dengan hak substitusi, untuk menyatakan kembali keputusan berkenaan dengan perubahan pasal-pasal Anggaran Dasar Perseroan dalam suatu akta Notaris dan melaporkannya perubahan tersebut kepada Kementerian Hukum dan HAM Republik Indonesia.

Perubahan terhadap susunan pengurus terbaru PT Bank JTrust Indonesia Tbk untuk anggota Dewan Komisaris dan anggota Direksi dari keputusan hasil RUPS Luar Biasa pada tanggal 28 Desember 2015, maka jumlah dan komposisi anggota Dewan Komisaris dibandingkan dengan anggota Direksi telah memenuhi ketentuan yang berlaku. Apabila jumlah keseluruhan Komisaris Independen sudah lulus *Fit and Proper Test* dari Otoritas Jasa Keuangan (OJK), maka salah satunya untuk memenuhi pengisian posisi Ketua Komite Nominasi dan Remunerasi yang masih terdapat kekosongan (*Vacant*).

5. As such, subject to the abovementioned resolutions, the composition of the Management Board of the Company shall be as follows:

Board of Commissioners

President Commissioner	: Nobiru Adachi
Vice President	
Commissioner/Independent)	: Sigid Moerkardjono
Independent Commissioner	: Benny Luhur
Independent Commissioner	: Koh Yong Guan *)

Board of Directors

President Director	: Ahmad Fajar
Director	: Felix Istyono Hartadi Tiono
Director	: Eihito Tamura
Director	: Ritsuo Ando

*) The appointment will be effective after passing the fit and proper test by the Financial Services Authority (FSA) and satisfaction of the prevailing laws. If the requirements set forth by the FSA in relation with such appointment are not satisfied or the FSA refused to give consent, then such appointment shall be void without the required further approval from the GMS.

6. To authorize the Board of Directors of the Company to declare the change in the management structure of the Company in a separate Notary Deed.

Second Agenda:

1. To approve the change of domicile and Head Office of PT Bank JTrust Indonesia Tbk., previously in Municipality of Jakarta Selatan, Province of DKI Jakarta, into Municipality of Jakarta Pusat, Province of DKI Jakarta, therefor amending the provision of Article 1 paragraph 1 of the Articles of Association of the Company.
2. To authorize and grant proxy to the Board of Directors of the Company with the right of substitution, to restate the resolution regarding the amendment to the articles of the Articles of Association of the Company in a notarial deed and report the amendments to the Ministry of Law and Human Rights of the Republic of Indonesia.

The latest changes to the management structure of PT Bank JTrust Indonesia Tbk in regards to members of the Board of Commissioners and members of the Board of Directors subject to the resolutions of the Extraordinary GMS held on December 28, 2015, therefore the number and composition of the Board of Commissioners as compared to members of the Board of Directors are in compliance with the prevailing regulations. In the event the total number of Independent Commissioners already passed the Fit and Proper Test of the Financial Services Authority (FSA), then one of them shall fill in the position of Chairman of the Nomination and Remuneration Committee which is currently vacant.

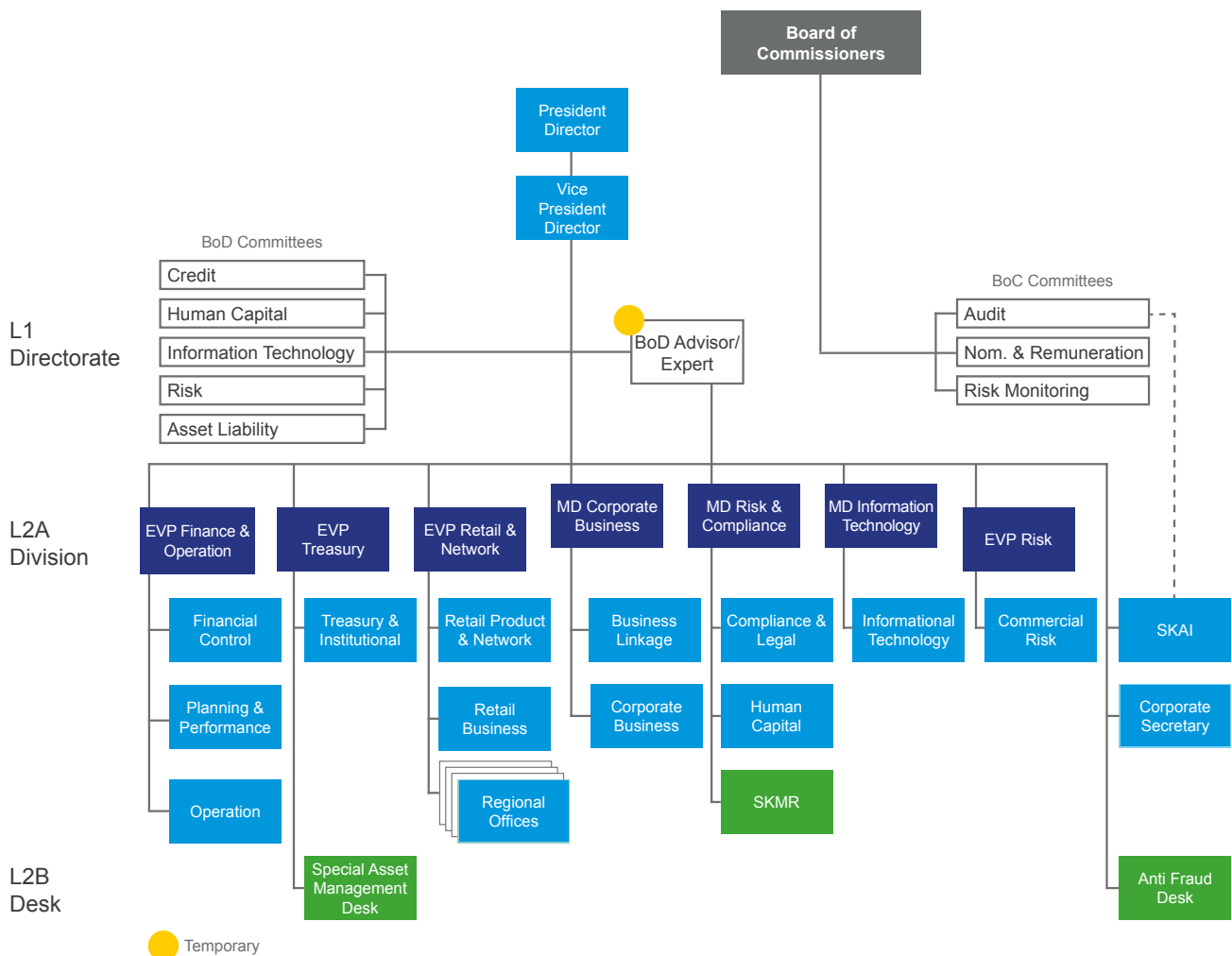
2.2. Struktur Organisasi PT Bank JTrust Indonesia Tbk

Dalam rangka menyesuaikan struktur organisasi Bank terhadap adanya perubahan peraturan yang berlaku dari regulator dan menyesuaikan kondisi bisnis bank saat ini, maka Struktur Organisasi PT Bank JTrust Indonesia Tbk tahun 2015 yang terakhir berlaku berdasarkan Surat Keputusan Direksi PT Bank JTrust Indonesia Tbk Nomor 01.06/S.Kep-Dir-HCD/JTRUST/X/2015 tertanggal 1 Oktober 2015 tentang Struktur Organisasi PT Bank JTrust Indonesia Tbk, adalah sebagai berikut:

2.2. The Organizational Structure of PT Bank JTrust Indonesia Tbk

In order to adjust the organizational structure of the Bank with the change of prevailing laws issued by the regulator and to adjust with the current business condition of the bank, therefore the latest Organizational Structure of PT Bank JTrust Indonesia Tbk of 2015 shall be valid subject to the Decision Letter of the Board of Directors of PT Bank JTrust Indonesia Tbk No. 01.06/S.Kep-Dir-HCD/JTRUST/X/2015 dated October 1, 2015 concerning the Organizational Structure of PT Bank JTrust Indonesia Tbk is as follows:

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Susunan anggota Dewan Komisaris dan Direksi PT Bank JTrust Indonesia Tbk sebagai berikut:

Dewan Komisaris beranggotakan 4 (empat) orang terdiri dari:

Komisaris Utama	: Nobiru Adachi
Wakil Komisaris Utama/Independen	: Sigid Moerkardjono
Komisaris Independen	: Koh Yong Guan *)
Komisaris Independen	: Benny Luhur

Direksi beranggotakan 4 (empat) orang terdiri dari:

Direktur Utama	: Ahmad Fajar
Direktur	: Felix Istyono Hartadi Tiono
Direktur	: Eihito Tamura **)
Direktur	: Ritsuo Ando

*) Efektif setelah lulus *Fit & Proper Test* dari OJK

**) Telah mengajukan pengunduran diri sejak tanggal 4 Januari 2016, menunggu persetujuan dalam RUPS berikutnya

2.3. Dewan Komisaris

Dewan Komisaris PT Bank JTrust Indonesia Tbk memiliki peran dan tugas sangat penting dalam pelaksanaan *Good Corporate Governance* (GCG), dengan tugas utama adalah mengawasi kebijakan dan pelaksanaan kebijakan tersebut oleh Direksi dalam menjalankan Perseroan, melaksanakan tugas-tugas lain sesuai dengan keputusan-keputusan yang diambil dalam RUPS dan tugas-tugas yang ditentukan di dalam Anggaran Dasar PT Bank JTrust Indonesia Tbk, Peraturan Bank Indonesia (PBI), Peraturan Otoritas Jasa Keuangan (POJK), Peraturan Bursa dan peraturan-peraturan terkait lainnya.

(1) Tugas dan Tanggung Jawab Dewan Komisaris

Dewan Komisaris melaksanakan tugas dan tanggung jawab sebagai berikut:

1. Dewan Komisaris wajib menyediakan waktu yang cukup untuk melaksanakan tugas dan tanggung jawabnya secara optimal.
2. Dewan Komisaris wajib memastikan terselenggaranya pelaksanaan *Good Corporate Governance* dalam setiap kegiatan usaha Bank pada seluruh tingkatan atau jenjang organisasi.
3. Dewan Komisaris wajib melaksanakan pengawasan terhadap pelaksanaan tugas dan tanggung jawab Direksi, serta memberikan nasihat kepada Direksi.
4. Melakukan Pengawasan aktif terhadap Fungsi Kepatuhan dengan:
 - a. Mengevaluasi pelaksanaan Fungsi Kepatuhan Bank paling kurang 2 (dua) kali dalam satu tahun;
 - b. Memberikan saran-saran dalam rangka peningkatan kualitas pelaksanaan Fungsi Kepatuhan Bank.

The composition of members of the Board of Commissioners and Board of Directors of PT Bank JTrust Indonesia Tbk are as follows:

The Board of Commissioners consists of 4 (four) members as follows:

President Commissioner	: Nobiru Adachi
Vice President Commissioner /Independent	: Sigid Moerkardjono
Independent Commissioner	: Koh Yong Guan *)
Independent Commissioner	: Benny Luhur

The Board of Directors consists of 4 (four) members as follows:

President Director	: Ahmad Fajar
Director	: Felix Istyono Hartadi Tiono
Director	: Eihito Tamura **)
Director	: Ritsuo Ando

*) Effective after passing the fit and proper test by the FSA

**) Submitted his resignation as of 4 January 2016, pending approval from the next GMS

2.3. Board of Commissioners

Board of Commissioners of PT Bank JTrust Indonesia Tbk's roles and duties are crucial for the implementation of Good Corporate Governance (GCG), with its main duty to oversee policy and its implementation by the Board of Directors in managing the Company, carrying out other duties in accordance with resolutions of the GMS and tasks specified in the Articles of Association of PT Bank JTrust Indonesia Tbk, Bank Indonesia Regulation (PBI), Regulation of the Financial Services Authority (POJK), Stock Exchange regulations and other relevant regulations.

(1) Duties and Responsibilities of the Board of Commissioners

The Board of Commissioners perform their duties and responsibilities as follows:

1. The Board of Commissioners must provide sufficient time to carry out their duties and responsibilities optimally.
2. The Board of Commissioners shall ensure the implementation of Good Corporate Governance in each business activity of the Bank at all levels of the organization.
3. The Board of Commissioners shall supervise the performance of duties and responsibilities, as well as advising the Board of Directors.
4. Conduct active supervision on the compliance function by:
 - a. Evaluating the implementation of Bank Compliance Function at least 2 (two) times a year;
 - b. Provide suggestions in order to improve the quality of Bank Compliance Function.

5. Dewan Komisaris memberikan saran-saran dalam rangka peningkatan kualitas pelaksanaan Fungsi Kepatuhan kepada Direktur Utama dengan tembusan Direktur yang membawahkan Fungsi Kepatuhan.
 6. Dalam melakukan pengawasan, Komisaris wajib mengarahkan, memantau dan mengevaluasi pelaksanaan kebijakan strategis Bank.
 7. Dalam melakukan pengawasan, Dewan Komisaris dilarang terlibat dalam pengambilan keputusan kegiatan operasional bank, kecuali:
 - a. Penyediaan dana kepada pihak terkait sebagaimana diatur dalam ketentuan Otoritas Jasa Keuangan (OJK)/ Bank Indonesia tentang Batas Maksimum Pemberian Kredit Bank Umum; dan
 - b. Hal-hal lain yang ditetapkan dalam Anggaran Dasar Bank atau peraturan perundang-undangan yang berlaku.
 8. Pengambilan keputusan oleh Dewan Komisaris sebagaimana dimaksud diatas tidak meniadakan tanggung jawab Direksi atas pelaksanaan pengurusan Bank.
 9. Dewan Komisaris wajib memastikan bahwa Direksi telah menindaklanjuti semua audit dan rekomendasi dari satuan kerja audit intern bank, auditor eksternal, hasil pengawasan Otoritas Jasa Keuangan (OJK)/Bank Indonesia dan/atau hasil pengawasan otoritas lain.
 10. Dewan Komisaris wajib memberitahukan kepada Otoritas Jasa Keuangan (OJK)/Bank Indonesia paling lambat 7 (tujuh) hari kerja sejak ditemukannya:
 - a. Pelanggaran peraturan perundang-undangan di bidang keuangan dan perbankan; dan
 - b. Keadaan atau perkiraan keadaan yang dapat membahayakan kelangsungan usaha Bank.
 11. Dalam rangka mendukung efektivitas pelaksanaan tugas dan tanggung jawabnya, Dewan Komisaris wajib membentuk paling kurang:
 - a. Komite Audit;
 - b. Komite Pemantau Risiko;
 - c. Komite Nominasi dan Remunerasi.
 12. Pengangkatan anggota Komite dilakukan oleh Direksi berdasarkan keputusan rapat Dewan Komisaris.
 13. Dewan Komisaris wajib memastikan bahwa Komite yang telah dibentuk menjalankan tugasnya secara efektif.
 14. Dewan Komisaris wajib memiliki pedoman dan tata tertib kerja yang bersifat mengikat bagi setiap anggota Dewan Komisaris, paling kurang mencantumkan pengaturan etika kerja, waktu kerja dan pengaturan rapat.
 15. Memimpin Rapat Umum Pemegang Saham (RUPS).
 16. Menetapkan sistim Remunerasi dan Evaluasi Kinerja Direksi dan Komisaris.
 17. Dewan Komisaris wajib menjalankan tugas dan tanggung jawab secara independen.
5. The Board of Commissioners provides suggestions in order to improve the quality of the implementation of the compliance function to the President Director with copy of the suggestions to the Director in charge of the Compliance Function.
 6. When conducting supervision, the Commissioner shall direct, monitor and evaluate the implementation of the Bank's strategic policy.
 7. When conducting supervision, the Board of Commissioners is not allowed to be involved in the decision-making of bank operations, except for:
 - a. Provision of funds to related parties as stipulated in the provisions of the Financial Services Authority (FSA)/ Bank Indonesia on Legal Lending Limit for Commercial Banks; and
 - b. Other matters specified in the Articles of Association of the Bank or the prevailing regulations.
 8. Decision-making by the Board of Commissioners as abovementioned does not negate the responsibility of the Board of Directors on the implementation of the bank management.
 9. The Board of Commissioners shall ensure that the Board of Directors has followed up all audit and the recommendations of the internal audit unit of the bank, external auditors, monitoring reports from the Financial Services Authority (FSA)/Bank Indonesia and/or other authorities supervisory result.
 10. The Board of Commissioners shall inform the Financial Services Authority (FSA)/Bank Indonesia no later than 7 (seven) days as of the discovery of the following matters:
 - a. Infringement of regulation in the field of finance and banking; and
 - b. Circumstances or estimates of circumstances that may jeopardize the business of the Bank.
 11. In order to support the effectiveness of the execution of its duties and responsibilities, the Board of Commissioners must establish at least:
 - a. Audit Committee;
 - b. Risk Monitoring Committee;
 - c. Nomination and Remuneration Committee.
 12. Appointment of members of the Committee is carried out by Board of Directors based on the resolutions adopted in the Board of Commissioners Meeting.
 13. The Board of Commissioners must ensure that the established Committee performs their duties effectively.
 14. The Board of Commissioners is required to own work guidelines and code of conduct that are binding towards every member of the Board of Commissioners which, at the least, governs the work ethics, work time and meeting arrangements.
 15. To chair the General Meeting of Shareholders (GMS).
 16. To establish a system of Remuneration and Performance Evaluation of Board of Directors and Board of Commissioners.
 17. The Board of Commissioners must perform its duties and responsibilities independently.

(2) Jumlah dan Komposisi Dewan Komisaris

Mengacu kepada ketentuan Bank Indonesia:

- Jumlah anggota Dewan Komisaris sekurang-kurangnya 3 (tiga) orang dan tidak melampaui jumlah anggota Direksi.
- Sekurang-kurangnya 1 (satu) anggota Dewan Komisaris berdomisili di Indonesia.
- Paling kurang 50% (lima puluh persen) dari jumlah anggota Dewan Komisaris adalah Komisaris Independen.

Pada periode tahun 2015, jumlah dan komposisi Dewan Komisaris PT Bank JTrust Indonesia Tbk mengalami perubahan sebagai berikut:

- Jumlah dan Komposisi Dewan Komisaris per 01 Januari 2015 s/d 29 Maret 2015 belum sesuai kriteria Bank Indonesia di atas, sebagai berikut:
 - Anggota Dewan Komisaris sebanyak 2 (dua) orang termasuk 1 orang Komisaris Independen, dan jumlah anggota Direksi sebanyak 5 (lima) orang.
- Sedangkan yang sesuai kriteria, sebagai berikut:
- Anggota Dewan Komisaris yang berdomisili di Indonesia sebanyak 1 (satu) orang, dan 1 (satu) orang berkewarganegaraan dan berdomisili di Jepang.
 - Jumlah Komisaris Independen sebanyak 50% dari jumlah anggota Dewan Komisaris.

Jumlah dan susunan anggota Dewan Komisaris tersebut adalah:

No	Nama Name	Jabatan Position	Domisili Domicile	Tanggal Pengangkatan & Persetujuan Date of Appointment & Approval	
				RUPS AGMS	BI/OJK BI/FSA
1.	Nobiru Adachi	Komisaris Utama President Commissioner	Jepang Japan	- RUPSLB tgl. 20 Nov. 2014 EGMS on November 20, 2014 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	14 April 2015
2.	Sigid Moerkardjono	Wakil Komisaris Utama/ Independen Vice President Commissioner/ Independent	Indonesia	- RUPST tgl. 21 Juni 2012 AGMS on June 21, 2012 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	8 September 2011/ 9 Oktober 2012

- Jumlah dan komposisi Dewan Komisaris per 30 Maret 2015 s/d 22 Juni 2015 sesuai kriteria Bank Indonesia di atas, sebagai berikut:
 - Anggota Dewan Komisaris sebanyak 4 (empat) orang, dan jumlah anggota Direksi sebanyak 5 (lima) orang.
 - Anggota Dewan Komisaris yang berdomisili di Indonesia sebanyak 2 (dua) orang.
 - Jumlah Komisaris Independen sebanyak 75% dari jumlah anggota Dewan Komisaris.

(2) The total members and composition of the Board of Commissioners

In reference to the provisions of Bank Indonesia:

- The number of members of the Board of Commissioners is at least 3 (three) persons and shall not exceed the number of members of the Board of Directors.
- At least one (1) member of the Board of Commissioners is domiciled in Indonesia.
- At least 50% (fifty percent) of the total number of Board of Commissioners are Independent Commissioners.

In 2015, the number and composition of the Board of Commissioners of PT Bank JTrust Indonesia Tbk is amended as follows:

- The number and composition of the Board of Commissioners as per 1 January 2015 until 29 March 2015 has not yet met the criteria of Bank Indonesia, which is currently as follows:
 - Total members of the Board of Commissioners is two (2) persons, which include one Independent Commissioner, and the number of members of the Board of Directors is five (5) persons.
- While the appropriate criteria is as follows:
- Member of the Board of Commissioners who is domiciled in Indonesia is 1 (one) person, and 1 (one) person is a Japanese citizen and domiciled in Japan.
 - The number of Independent Commissioners is 50% of the number of members of the Board of Commissioners.

The number and composition of the Board of Commissioners are:

Jumlah dan susunan anggota Dewan Komisaris tersebut adalah:

The number and composition of the Board of Commissioners is as follows:

No	Nama Name	Jabatan Position	Domisili Domicile	Tanggal Pengangkatan & Persetujuan Date of Approval Date of Appointment & Approval	
				RUPS AGMS	BI/OJK BI/FSA
1.	Nobiru Adachi	Komisaris Utama President Commissioner	Jepang Japan	- RUPSLB tgl. 20 Nov. 2014 EGMS on November 20, 2014 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	14 April 2015
2.	Sigid Moerkardjono	Wakil Komisaris Utama/ Independen Vice President Commissioner/ Independent	Indonesia	- RUPST tgl. 21 Juni 2012 AGMS on June 21, 2012 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	8 September 2011/ 9 Oktober 2012
3.	Koh Yong Guan	Komisaris Independen Independent Commissioner	Singapura Singapore	RUPSLB tgl. 30 Maret 2015 EGMS on March 30, 2015	*)
4.	Adriana Muliato	Komisaris Independen Independent Commissioner	Indonesia	RUPSLB tgl. 30 Maret 2015 EGMS on March 30, 2015	*)

*) Pengangkatan berlaku efektif sejak dinyatakan lulus uji kelayakan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang-undangan yang berlaku
The appointment will be effective after passing the fit and proper test by the Financial Services Authority (FSA) and satisfaction of the prevailing laws.

- Jumlah dan komposisi Dewan Komisaris per 23 Juni 2015 s/d 31 Desember 2015 sesuai kriteria Bank Indonesia di atas, sebagai berikut:

- Anggota Dewan Komisaris sebanyak 4 (empat) orang, dan jumlah anggota Direksi sebanyak 5 (lima) orang (s/d 27 Desember 2015), yang lalu menjadi 4 (empat) orang (28 Desember s/d 31 Desember 2015).
- Anggota Dewan Komisaris yang berdomisili di Indonesia sebanyak 2 (dua) orang.
- Jumlah Komisaris Independen sebanyak 75% dari jumlah anggota Dewan Komisaris.

- The number and composition of the Board of Commissioners per June 23, 2015 until December 31, 2015 has satisfied the criteria of Bank Indonesia, as follows:

- Total members of the Board of Commissioners is 4 (four) persons, and the number of members of the Board of Directors is five (5) persons (until December 27, 2015), which then became four (4) persons (December 28 until December 31, 2015).
- Members of the Board of Commissioners domiciled in Indonesia are 2 (two) persons.
- The number of Independent Commissioners is 75% of the number of members of the Board of Commissioners.

Jumlah dan susunan anggota Dewan Komisaris tersebut adalah:

The number and composition of the Board of Commissioners is as follows:

No	Nama Name	Jabatan Position	Domisili Domicile	Tanggal Pengangkatan & Persetujuan Date of Approval Date of Appointment & Approval	
				RUPS AGMS	BI/OJK BI/FSA
1.	Nobiru Adachi	Komisaris Utama President Commissioner	Jepang Japan	- RUPSLB tgl. 20 Nov. 2014 EGMS on November 20, 2014 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	14 April 2015
2.	Sigid Moerkardjono	Wakil Komisaris Utama/ Independen Vice President Commissioner/ Independent	Indonesia	- RUPST tgl. 21 Juni 2012 AGMS on June 21, 2012 - RUPSLB tgl. 30 Des. 2014 EGMS on December 30, 2014	8 September 2011/ 9 Oktober 2012
3.	Koh Yong Guan	Komisaris Independen Independent Commissioner	Singapura Singapore	RUPSLB tgl. 30 Maret 2015 EGMS on March 30, 2015	*)
4.	Benny Luhur	Komisaris Independen Independent Commissioner	Indonesia	RUPST tgl. 23 Juni 2015 EGMS on June 23, 2015	24 Agustus 2015

*) Pengangkatan berlaku efektif sejak dinyatakan lulus uji kelayakan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang-undangan yang berlaku.
The appointment will be effective after passing the fit and proper test by the Financial Services Authority (FSA) and satisfaction of the prevailing laws.

Seluruh pengangkatan dan/atau pergantian anggota Dewan Komisaris harus disetujui oleh pemegang saham melalui Rapat Umum Pemegang Saham (RUPS) sejalan dengan kriteria utama dengan mempertimbangkan integritas, kompetensi, profesionalisme dan reputasi keuangan yang memadai sesuai dengan persyaratan penilaian uji kemampuan dan kepatutan (*Fit and Proper Test*) yang telah ditetapkan oleh Otoritas Jasa Keuangan (OJK). Untuk pengangkatan anggota Dewan Komisaris, mekanisme adalah melalui RUPS, dengan memperhatikan rekomendasi dari Komite Nominasi dan Remunerasi.

Pada periode tahun 2015, rangkap jabatan anggota Dewan Komisaris sebagai berikut:

No	Nama Name	Jabatan Position	Jabatan Lain Other Position
1.	Nobiru Adachi	Komisaris Utama President Commissioner	Representative Director and Senior Managing Director in charge of Corporate Management Dept. of J Trust Co., Ltd.
2.	Sigid Moerkardjono	Wakil Komisaris Utama/Independen Vice President Commissioner/ Independent	Tidak ada None
3.	Koh Yong Guan	Komisaris Independen*) Independent Commissioner	-
4.	Benny Luhur	Komisaris Independen Independent Commissioner	Komisaris Utama PT ADEI Crumb Rubber Industry President Commissioner of PT ADEI Crumb Rubber Industry

*) Pengangkatan berlaku efektif sejak dinyatakan lulus uji kelayakan dan kepatutan oleh Otoritas Jasa Keuangan (OJK) dan memenuhi peraturan perundang-undangan yang berlaku.
The appointment will be effective after passing the fit and proper test by the Financial Services Authority (FSA) and satisfaction of the prevailing laws.

Adapun ringkasan profil anggota Dewan Komisaris sebagai berikut:

1. Komisaris Utama: Nobiru Adachi
Warga Negara Jepang, tanggal lahir: 21 Maret 1958. Lulusan Universitas Tokyo Fakultas Hukum tahun 1980, Lulusan Fakultas Ekonomi dari Case Western University tahun 1983, serta Lulusan Fakultas Administrasi Umum dari Kennedy School of Government, Harvard University. Pada April 1980 bergabung dengan Departemen Keuangan Jepang, dimana menjabat sebagai Direktur Kantor Pelayanan Pajak Onomichi di Juli 1986. Kemudian diangkat sebagai Direktur Wakil Menteri Keuangan untuk Urusan Internasional, bagian Sekretariat Menteri di Juni 1997. Pada bulan Juni 1999, adalah Pemeriksa Anggaran di Biro Anggaran. Kemudian menjabat sebagai Direktur di Divisi Riset Biro Internasional pada Juni 2002. Kemudian menjadi Direktur Institut Riset Kebijakan Departemen Keuangan sejak Juni 2004. Setelah itu menjadi Direktur Jenderal Bea Cukai di Hakodate sejak Juni 2005. Pada bulan April 2006 ditunjuk sebagai *Officer* di Jasdaq Securities Exchange, Inc lalu dipromosikan ke Executive Officer di Juni 2006. Pada Oktober 2008 menjadi Country Head untuk Jepang di ETF Securities Ltd. Kemudian menjabat Direktur Perwakilan di M & A Solusi Japan Co. Ltd pada Oktober 2011. April 2013 masuk sebagai *Advisor* bagi J Trust Co., Ltd, kemudian

Every dismissal and/or replacement of members of the Board of Commissioners must be approved by shareholders through the General Meeting of Shareholders (GMS) in accordance with the main criteria by considering the integrity, competence, professionalism and an adequate financial reputation in compliance with the fit and proper test assessment requirements as set forth by the Financial Services Authority (FSA). For the appointment of members of the Board of Commissioners, the mechanism is through GMS, by taking into account the recommendations of the Nomination and Remuneration Committee.

In 2015, the concurrent positions of members of the Board of Commissioners are as follows:

The summary of the profile of the members of the Board of Commissioners is as follows:

1. President Commissioner: Nobiru Adachi
Japan Citizen, date of birth: March 21, 1958. A graduate of University of Tokyo Faculty of Law in 1980, a graduate of the Faculty of Economics of Case Western University in 1983, as well as the a graduate of Faculty of Public Administration of the Kennedy School of Government, Harvard University. In April 1980, he joined the Ministry of Finance of Japan, in which he served as the Director of Onomichi Tax Office in July 1986. Then, he was appointed as Director Deputy of Finance Minister for International Affairs, part of the Minister Secretariat in June 1997. On June 1999, he served as a Budget Examiner in the Bureau of Budget. Later, he served as Director of the International Bureau Research Division in June 2002. And then became Director of the Policy Research Institute of the Ministry of Finance as of June 2004. Afterwards, he became the Director General of Customs in Hakodate as of June 2005. On April 2006, he was appointed as an Officer in the Jasdaq Securities Exchange, Inc. and then promoted to Executive Officer in June 2006. In October 2008, he became Country Head for Japan in ETF Securities Ltd. Then, he served as Representative Director in M & A Solutions Japan Co. Ltd. in October 2011. On April 2013, he joined as Advisor for J Trust Co., Ltd., and then served

menjabat sebagai Managing Director J Trust Co., Ltd pada Juni 2013. Kemudian menjadi Direktur Perwakilan dan *Senior Managing Director* yang bertanggung jawab atas Corporate Management Dept. di J Trust Co., Ltd, dan pada tanggal 20 November 2014 ditunjuk sebagai Komisaris PT Bank Mutiara Tbk, selanjutnya pada tanggal 30 Desember 2014 ditunjuk sebagai Komisaris Utama PT Bank Mutiara Tbk., dan sekarang PT Bank Mutiara Tbk sudah mengganti nama dan logo menjadi PT Bank JTrust Indonesia Tbk.

as Managing Director of J Trust Co., Ltd. in June 2013. Later he became the Representative Director and Senior Managing Director in charge of Corporate Management Dept. in J Trust Co, Ltd, and on 20 November 2014 he was appointed as a Commissioner of PT Bank Mutiara Tbk, and later, on 30 December 2014 he was appointed as the President Commissioner of PT Bank Mutiara Tbk., and now PT Bank Mutiara Tbk had already changed its name and logo into PT Bank JTrust Indonesia Tbk.

2. Wakil Komisaris Utama/Independen: Sigid Moerkardjono
Warga Negara Indonesia, tempat/tanggal lahir: Surakarta/10 September 1952. Meraih gelar Sarjana Ekonomi (S1) dari Universitas Gadjah Mada Yogyakarta. Mengawali karier di PT Bank Niaga Tbk Cabang Yogyakarta sebagai Credit Analyst (1976-1978), sebagai Kepala Bagian Operasi (1979-1981), selanjutnya di PT Bank Niaga Tbk Cabang Jakarta sebagai Kepala Divisi Operasi (1981-1983), di PT Bank Niaga Tbk Kantor Pusat sebagai Inspector (SPI) (1983-1988), kemudian menjadi Pimpinan Cabang PT Bank Niaga Cabang Semarang (1988-1990), sebagai Pimpinan Cabang PT Bank Niaga Tbk Cabang Medan (1990-1993), PT Bank Niaga Tbk Kantor Pusat sebagai Kepala Urusan Kredit dan Administrasi (1994), sebagai Kepala Wilayah Indonesia Timur PT Bank Niaga Tbk di Surabaya (1994-1998), PT Bank Niaga Tbk Kantor Pusat sebagai Controller/Kepala SKAI (1999), selanjutnya sebagai Direktur Kepatuhan PT Bank Niaga Tbk (1999), dan sebagai Tim Pengelola di PT Bank Niaga Tbk Kantor Pusat (1999-2000), kemudian sebagai Komisaris/Ketua Komite Audit/Ketua Komite Pemantau Risiko & Anggota Komite Remunerasi Nominasi PT Bank Niaga Tbk (2000-2007), sebagai Wakil Presiden Komisaris dan Anggota komite-komite PT Bank Niaga Tbk (2007-2008), disamping itu sebagai Anggota Komite Audit dan Anggota Komite Pemantau Risiko di Bank BTPN (2007-2011) dan Anggota Komite Audit Independen di Bank BNI terhitung sejak 1 Desember 2015. Berdasarkan RUPSLB PT Bank Mutiara Tbk tanggal 21 Juni 2011 ditunjuk sebagai Wakil Komisaris Utama, dan selanjutnya berdasarkan RUPS tanggal 21 Juni 2012 diangkat sebagai Wakil Komisaris Utama Independen PT Bank Mutiara Tbk. Pada RUPS Tahunan tanggal 4 Juni 2014 diangkat sebagai Komisaris Utama Independen, dan berdasarkan hasil RUPSLB tanggal 30 Desember 2014 sampai dengan sekarang kembali merubah jabatannya menjadi Wakil Komisaris Utama Independen PT Bank Mutiara Tbk. serta mendapat tugas sebagai Ketua Komite Audit PT Bank Mutiara Tbk (antara lain berdasarkan: SK Direksi No. 03.12/S.Kep-Dir-HRD/Mutiara/X/2011 tanggal 3 Oktober 2011, SK Direksi No. 31.25/S.Kep-Dir-HRMD/Mutiara/VII/2012 tanggal 31 Juli 2012, SK Direksi No.01.12/S.Kep-Dir-

2. Vice President Commissioner/Independent: Sigid Moerkardjono
Indonesian citizen, place/date of birth: Surakarta/ September 10, 1952. He holds a Bachelor of Economics (S1) degree of University of Gadjah Mada Yogyakarta. He began his career at PT Bank Niaga Tbk Yogyakarta Branch as a Credit Analyst (1976-1978), as Chief of Operations (1979-1981), then at PT Bank Niaga Tbk Jakarta Branch as Chief of Operations Division (1981-1983), then in PT Bank Niaga Tbk Head Office as Inspector (SPI) (1983-1988), later serving as Branch Manager of PT Bank Niaga Semarang (1988-1990), as the Branch Manager of PT Bank Niaga Tbk Medan Branch (1990-1993), PT Bank Niaga Tbk Head Office as Head of Credit and Administration (1994), as Head of Indonesia East Region of PT Bank Niaga Tbk in Surabaya (1994-1998), PT Bank Niaga Tbk Head Office as Controller/Head of Internal Audit Unit (1999), then as Compliance Director of PT Bank Niaga Tbk (1999), and as Management Team of PT Bank Niaga Tbk Head Office (1999-2000), then as Commissioner/ Head of Audit Committee/Head of the Risk Monitoring Committee & Member of Remuneration and Nomination Committee of PT Bank Niaga Tbk (2000-2007), as Vice President Commissioner and Member of the committees of PT Bank Niaga Tbk (2007-2008), in addition to that as a Member of the Audit Committee and Member of Risk Monitoring Committee of Bank BTPN (2007-2011) and Member of the Independent Audit Committee of Bank BNI as of December 1, 2015. Subject to the EGMS of PT Bank Mutiara Tbk dated June 21, 2011 he was appointed as Vice President Commissioner, and afterwards, subject to the GMS held on June 21, 2012, he was appointed as Vice President Commissioner Independent of PT Bank Mutiara Tbk. At the Annual GMS dated June 4, 2014, he was appointed as an President Commissioner Independent, and subject to the resolutions of the EGMS dated December 30, 2014 up to now, he now again serves as Vice President Commissioner Independent of PT Bank Mutiara Tbk. and assigned as Head of the Audit Committee of PT Bank Mutiara Tbk (among others by: Decision Letter of the Board Directors No. 03.12/S.Kep-Dir-HRD/Mutiara/X/2011 dated October 3, 2011, Decision Letter of the Board Directors No. 31.25/S.Kep-Dir-HRMD/Mutiara/VII/2012 dated July 31, 2012, Decision Letter of

HRMD/Mutiara/VII/2014 tanggal 01 Juli 2014, SK Direksi No.08.08/S.Kep-Dir-HCMD/Mutiara/IX/2014 tanggal 08 September 2014, SK Direksi No.12.05/S.Kep-Dir-HCD/Mutiara/V/2015 tanggal 12 Mei 2015, dan SK Direksi No. 30.17/S.Kep-Dir-HCD/JTrust/VI/2015 tanggal 30 Juni 2015), dan sebagai Ketua Komite Pemantau Risiko PT Bank Mutiara Tbk (antara lain berdasarkan: SK Direksi No. 31.27/S.Kep-Dir-HRMD/Mutiara/VII/2012 tanggal 31 Juli 2012, SK Direksi No. 01.13/S.Kep-Dir-HRMD/Mutiara/VII/2014 tanggal 01 Juli 2014, SK Direksi No.08.09/S.Kep-Dir-HCMD/Mutiara/IX/2014 tanggal 08 September 2014, SK Direksi No. 12.06/S.Kep-Dir-HCD/Mutiara/V/2015 tanggal 12 Mei 2015, dan SK Direksi No. 30.15/S.Kep-Dir-HCD/JTrust/VI/2015 tanggal 30 Juni 2015). Beliau juga menjabat Anggota Komite Audit Independen di Bank BNI sejak 1 Desember 2015. Sekarang PT Bank Mutiara Tbk sudah mengganti nama dan logo menjadi PT Bank JTrust Indonesia Tbk.

3. Komisaris Independen: Koh Yong Guan *)
Warga Negara Singapura, usia 68 tahun. Komisaris Independen Bank Mutiara yang ditunjuk sesuai RUPSLB tanggal 30 Maret 2015 yang berubah nama menjadi J Trust Bank sejak 29 Mei 2015. Koh Yong Guan memulai karir sebagai pegawai negeri pada tahun 1972 di Kementerian Kesehatan, Karirnya sebagai pegawai negeri Singapura termasuk penunjukkan sebagai Permanent Secretary di Kementerian Pertahanan, Keuangan, Kesehatan, dan Pembangunan Nasional. Koh Yong Guan juga menjabat sebagai Komisioner dari Inland Revenue Authority of Singapore dan sebagai Managing Director dari Monetary Authority of Singapore. Beliau juga pernah menjabat sebagai High Commissioner bagi Singapura ke Kanada dan sebagai Duta Besar ke Hellenic Republic (Yunani). Kini, selain menjabat di SMRT Corporation Ltd., beliau juga menjabat sebagai Chairman di Singapore Deposit Insurance Corporation. Beliau menyelesaikan pendidikan Mechanical Engineering dengan gelar Bachelor of Applied Science pada tahun 1970, lalu melanjutkan hingga mendapatkan gelar Master of Applied Science bidang Mechanical Engineering dan Biomedical Engineering pada tahun 1972 di University of Toronto, Ontario-Kanada melalui beasiswa Colombo Plan. Pada tahun 1981, beliau mendapatkan gelar Master in Business Administration (*With Distinction*) dari University of Leuven, Flanders-Belgia dan dianugerahkan Honorary Doctorate dari University of Toronto pada tahun 2011 dan diangkat menjadi Komisaris PT Bank JTrust Indonesia Tbk sejak bulan Maret 2015.

*) Efektif setelah lulus *fit and proper test* dari OJK

the Board Directors No. 01.12/S.Kep-Dir-HRMD/Mutiara/VII/2014 dated July 1, 2014, Decision Letter of the Board Directors No. 08.08/S.Kep-Dir-HCMD/Mutiara/IX/2014 dated 8 September 2014, Decision Letter of the Board Directors No.12.05/S.Kep-Dir-HCD/Mutiara/V/2015 dated May 12, 2015, and Decision Letter of the Board Directors No. 30.17/S.Kep-Dir-HCD/JTrust/VI/2015 dated June 30, 2015), and as Head of the Risk Monitoring Committee of PT Bank Mutiara Tbk (among others by: Decision Letter of the Board Directors No. 31.27/S.Kep-Dir-HRMD/Mutiara/VII/2012 dated July 31, 2012, Decision Letter of the Board Directors No. 01.13/S.Kep-Dir-HRMD/Mutiara/VII/2014 dated July 1, 2014, Decision Letter of the Board Directors No. 08.09/S.Kep-Dir-HCMD/Mutiara/IX/2014 dated September 8, 2014, Decision Letter of the Board Directors No. 12.06/S.Kep-Dir-HCD/Mutiara/V/2015 dated May 12, 2015, and Decision Letter of the Board Directors No. 30.15/S.Kep-Dir-HCD/JTrust/VI/2015 dated June 30, 2015). He also serves as a Member of Independent Audit Committee of Bank BNI since 1 December 2015. Currently PT Bank Mutiara Tbk had changed its name and logo into PT Bank JTrust Indonesia Tbk.

3. Independent Commissioner: Koh Yong Guan *)
Singapore citizen, aged 68 years old. Independent Commissioner of Bank Mutiara appointed in the EGMS dated 30 March 2015 which changed its name to J Trust Bank since 29 May 2015. Koh Yong Guan started his career as a civil servant in 1972 in the Ministry of Health, his career as Singapore public servant, including appointment as Permanent Secretary in the Ministry of Defense, Ministry of Finance, Ministry of Health, and Ministry of National Development. Koh Yong Guan also served as Commissioner of Inland Revenue Authority of Singapore and as Managing Director of the Monetary Authority of Singapore. He also served as High Commissioner of Singapore to Canada and as Ambassador of Singapore to the Hellenic Republic (Greece). Now, in addition to serving on SMRT Corporation Ltd., he also serves as Chairman of the Singapore Deposit Insurance Corporation. He graduated in Mechanical Engineering major with a Bachelor of Applied Science degree in 1970, and then went on to earn a Master of Applied Science in Mechanical Engineering and Biomedical Engineering in 1972 at the University of Toronto, Ontario-Canada through the Colombo Plan scholarship. In 1981, he received a Master's degree in Business Administration (*With Distinction*) from the University of Leuven, Flanders-Belgium and conferred an Honorary Doctorate from the University of Toronto in 2011 and was appointed as Commissioner of PT Bank JTrust Indonesia Tbk since March 2015.

*) Effective after passing the fit and proper test of the FSA

4. Komisaris Independen: Benny Luhur

Warga Negara Indonesia, usia 55 Tahun. Pendidikan terakhir adalah Chemical Engineering dengan gelar Bachelor of Science pada tahun 1981 di University of California, Berkeley, Amerika Serikat. Benny Luhur memulai karir sebagai Vice Manager di PT Hari Terang Industrial Co. Ltd. pada tahun 1982-1988, menjabat sebagai Direktur PT ADEI Plantation & Industry pada tahun 1989-1995. Pada tahun 1991-1999 beliau menjabat sebagai Direktur Utama PT Adindo Foresta Indonesia, dan kemudian pada tahun 1999-2005 diangkat sebagai Komisaris Utama di PT Adindo Foresta Indonesia. Bersamaan dengan itu beliau juga menjabat sebagai Direktur Utama PT Adindo Hutani Lestari pada tahun 1995-2005, dan juga menjabat sebagai Direktur PT ADEI Crumb Rubber Industry pada tahun 1995-2013. Selanjutnya beliau menjabat sebagai Komisaris Utama PT ADEI Crumb Rubber Industry pada tahun 2013 sampai sekarang. Kemudian berdasarkan RUPS Tahunan tanggal 23 Juni 2015 ditunjuk menjadi Komisaris Independen PT Bank JTrust Indonesia Tbk.

(3) Kriteria Dewan Komisaris

Seluruh pengangkatan dan/atau pergantian anggota Dewan Komisaris harus disetujui oleh pemegang saham melalui RUPS (Rapat Umum Pemegang Saham) dengan kriteria utama mempertimbangkan integritas, kompetensi, profesionalisme dan reputasi keuangan yang memadai sesuai dengan persyaratan penilaian uji kemampuan dan kepatutan (*Fit and Proper Test*) yang telah ditetapkan oleh Otoritas Jasa Keuangan.

(4) Status Independensi Dewan Komisaris

- Untuk menghindari benturan kepentingan, anggota Dewan Komisaris tidak saling memiliki hubungan keuangan dan hubungan keluarga dengan anggota Dewan Komisaris lainnya dan/atau anggota Direksi.
- Seluruh Komisaris Independen tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan hubungan keluarga sampai dengan derajat kedua dengan anggota Dewan Komisaris lainnya, Direksi dan/atau Pemegang Saham Pengendali Bank yang dapat mempengaruhi kemampuannya untuk bertindak secara independen.

Pernyataan Independensi Komisaris Independen Komisaris Independen dengan mengetahui Direktur Utama telah membuat Surat Pernyataan Independensi dan telah disampaikan kepada OJK dengan redaksional, sebagaimana di bawah ini:

4. Independent Commissioner: Benny Luhur

Indonesian citizen, aged 55 years old. His last education is Chemical Engineering major with a Bachelor of Science degree in 1981 at the University of California, Berkeley, USA. Benny Luhur began his career as Vice Manager at PT Hari Terang Industrial Co. Ltd. in 1982-1988, then served as Director of PT ADEI Plantation & Industry in 1989-1995. In 1991-1999, he served as President Director of PT Adindo Foresta Indonesia, and later in 1999-2005, he was appointed as a President Commissioner of PT Adindo Foresta Indonesia. At the same time, he also served as President Director of PT Adindo Hutani Lestari in 1995-2005, and also served as Director of PT ADEI Crumb Rubber Industry in 1995-2013. Later, he served as President Commissioner of PT ADEI Crumb Rubber Industry in 2013 until now. Subject to the Annual GMS dated 23 June 2015, he was appointed as Independent Commissioner of PT Bank JTrust Indonesia Tbk.


(3) Criteria of the Board of Commissioners

Appointment and/or replacement of members of the Board of Commissioners must be approved by shareholders through GMS (General Meeting of Shareholders) with the main criteria which considers the integrity, competence, professionalism and adequate financial reputation in compliance with the requirements of fit and proper test assessment as set forth by the Financial Services Authority.

(4) Independent Status of the Board of Commissioners

- To avoid any conflict of interest, members of the Board of Commissioners do not mutually have financial and family relationships with other members of the Board of Commissioners and/or members of the Board of Directors.
- All Independent Commissioner does not have financial, management, shareholding and family relationship to the second degree with other members of the Board of Commissioners, Board of Directors and/or controlling shareholders of the Bank which could affect its ability to act independently.

Statement of Independency of Independent Commissioner The Independent Commissioner, with acknowledgement of the President Director, has prepared a Statement of Independency for submission to the OJK, with the following text content:



SURAT PERNYATAAN INDEPENDENSI

Yang bertanda tangan dibawah ini:

Nama :
Tempat/Tanggal Lahir :
Alamat :
Nomor Identitas :
Nama perusahaan :

Dengan ini menyatakan bahwa saya tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris, Direksi dan/atau Pemegang Saham Pengendali atau hubungan lain yang dapat mempengaruhi kemampuan saya untuk bertindak secara independen.

Demikian pernyataan ini saya buat dengan sebenar-benarnya.

(5) Transparansi dan Hubungan Keuangan, Kepengurusan dan Keluarga Dewan Komisaris

Anggota Dewan Komisaris PT Bank JTrust Indonesia Tbk telah membuat dan menandatangani surat pernyataan terkait beberapa hal sebagai berikut:

- Anggota Dewan Komisaris tidak memiliki saham yang mencapai $\geq 5\%$ (lima perseratus) dari modal disetor pada J Trust Bank maupun pada Bank dan perusahaan lain (di dalam dan di luar negeri).
- Komisaris Independen tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, Direksi dan/atau Pemegang Saham Pengendali Bank yang dapat mempengaruhi kemampuannya untuk bertindak secara independen.

- Transparansi Hubungan Keluarga

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Related Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Nobiru Adachi		√		√		√
2.	Sigid Moerkardjono		√		√		√
3.	Koh Yong Guan		√		√		√
4.	Benny Luhur		√		√		√

- Transparansi Hubungan Keuangan

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Related Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Nobiru Adachi		√		√		√
2.	Sigid Moerkardjono		√		√		√
3.	Koh Yong Guan		√		√		√
4.	Benny Luhur		√		√		√

(5) Transparency and Financial, Management and Family Relations of Board of Commissioners

Members of the Board of Commissioners of PT Bank JTrust Indonesia Tbk has issued and signed an affidavit related to the following matters:

- Members of the Board of Commissioners does not have shares that reached $\geq 5\%$ (five percent) of the paid up capital of J Trust Bank or at other Bank and companies (domestic and overseas).
- Independent Commissioner does not have financial, management, share ownership and/or family relationship with other members of the Board of Commissioners, Board of Directors and/or controlling shareholders of the Bank which could affect its ability to act independently.

- Transparency of Family Relationship

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Related Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Nobiru Adachi		√		√		√
2.	Sigid Moerkardjono		√		√		√
3.	Koh Yong Guan		√		√		√
4.	Benny Luhur		√		√		√

- Transparency of Financial Relationship

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Related Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Nobiru Adachi		√		√		√
2.	Sigid Moerkardjono		√		√		√
3.	Koh Yong Guan		√		√		√
4.	Benny Luhur		√		√		√

- Transparansi Kepemilikan Saham

No	Nama Name	Perusahaan Lainnya Other Company	Bank Lain Other Bank	Lembaga Keuangan Bukan Bank Non Bank Financial Institution	%
1.	Nobiru Adachi	Tidak ada None	Tidak ada None	Tidak ada None	-
2.	Sigid Moerkardjono	Tidak ada None	Tidak ada None	Tidak ada None	-
3.	Koh Yong Guan	Tidak ada None	Tidak ada None	Tidak ada None	-
4.	Benny Luhur	<ul style="list-style-type: none"> PT Mega Indo Pacific Sejati PT Suryayudha Investindo Cipta 	Tidak ada None	Tidak ada None	25,00% 47,57%

- Transparency of Share Ownerships

(6) Rapat Dewan Komisaris

Selama periode tahun 2015, Dewan Komisaris telah menyelenggarakan berbagai rapat berdasarkan jenisnya dengan perincian sebagai berikut:

- Rapat Dewan Komisaris dengan Direksi selama tahun 2015 sebanyak 15 (lima belas) kali, dimana diantaranya jumlah kehadiran rapat dihadiri secara fisik oleh seluruh anggota Dewan Komisaris yang telah lulus uji kemampuan dan kepatutan (*Fit and Proper Test*) oleh OJK berdasarkan 'periode menjabat' adalah:

(6) Board of Commissioners Meeting

In 2015, Board of Commissioners has held various meetings based on meeting type with the following details:

- Meetings of The Board of Commissioners with Board of Directors in 2015 were held 15 (fifteen) times, which include the number of meetings attended physically by all members of the Board of Commissioners who had passed the fit and proper test by the FSA based on 'service period' is as follows:

Nama Name	Periode Menjabat Serving Period	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
Rapat Dewan Komisaris dengan Direksi Board of Commissioners - Board of Directors Meeting			
Nobiru Adachi (Komisaris Utama President Commissioner) ¹⁾	1 Januari s/d 31 Desember 2015	12	100%
Sigid Moerkardjono (Wakil Komisaris Utama/Independen Vice President Commissioner/Independent)	1 Januari s/d 31 Desember 2015	14	93%
Benny Luhur (Komisaris Independen Independent Commissioner) ²⁾	23 Juni s/d 31 Desember 2015	6	86%
Koh Yong Guan (Komisaris Independen Independent Commissioner) ³⁾	30 Maret s/d 31 Desember 2015	-	-

- Efektif tanggal 14 April 2015 sejak lulus *fit and proper test* oleh OJK. Sebelum efektif sebagai Komisaris Utama telah menghadiri 3 kali rapat Dewan Komisaris dengan Direksi selaku pengamat.
- Efektif tanggal 24 Agustus 2015 sejak lulus *fit and proper test* oleh OJK
- Masih dalam proses *fit and proper test* oleh OJK

- Effective since April 14, 2015 after passing the fit and proper test by OJK. Prior to be appointed as President Commissioner, attend 3 times of BOC-BOD meetings as an observer
- Effective since August 24, 2015 after passing the fit and proper test by OJK.
- Fit and proper test process by OJK

Tabel kehadiran rapat untuk masing-masing anggota Dewan Komisaris adalah:

Meeting attendance table for each member of the Board of Commissioners are as follows:

Nama Name	1	2	3	4	5	6	7	8	9	10	11	12	13
	Tgl 22/1/15	Tgl 26/2/15	Tgl 31/3/15	Tgl 30/4/15	Tgl 26/5/15	Tgl 23/6/15	Tgl 6/8/15	Tgl 27/8/15	Tgl 29/9/15	Tgl 22/10/15	Tgl 4/11/15	Tgl 18/11/15	Tgl 25/11/15
Nobiru Adachi	*	*	*	√	√	√	√	√	√	√	√	√	√
Sigid Moerkardjono	√	√	√	√	√	√	√	√	x	√	√	√	√
Benny Luhur	-	-	-	-	-	-	-	-	√	√	√	√	x
Koh Yong Guan	-	-	-	-	-	-	-	-	-	-	-	-	-

- Keterangan:
√: Hadir
X: Absen
*: Hadir sebagai pengamat/belum efektif lulus *fit and proper test* oleh OJK
-: Belum menjabat atau belum efektif lulus *fit and proper test* oleh OJK

- Notes:
√: Present
X: Absent
*: Attended as observers / has not complete the fit and proper test by the FSA
-: Has not assumed the position or has not complete the fit and proper test by the FSA

Nama Name	14 Tgl 4/12/15	15 Tgl 17/12/15	Σ
Nobiru Adachi	√	√	12
Sigit Moekardjono	√	√	14
Benny Luhur	√	√	6
Koh Yong Guan	-	-	0

Keterangan:

√: Hadir

X: Absen

*: Hadir sebagai pengamat/belum efektif lulus *fit and proper test* oleh OJK

-: Belum menjabat atau belum efektif lulus *fit and proper test* oleh OJK

Notes:

√: Present

X: Absent

*: Attended as observers / has not complete the fit and proper test by the FSA

-: Has not assumed the position or has not complete the fit and proper test by the FSA

2. Rapat Khusus Dewan Komisaris selama tahun 2015 sebanyak 27 (dua puluh tujuh) kali, dimana jumlah kehadiran rapat sebagian besar dihadiri secara fisik oleh seluruh anggota Dewan Komisaris yang telah lulus uji kemampuan dan kepatutan (*Fit and Proper Test*) oleh OJK berdasarkan 'periode menjabat' adalah:

2. Special Meetings of the Board of Commissioners in 2015 were held 27 (twenty seven) times, where the number of meeting attendance is mostly attended physically by all members of the Board of Commissioners who had passed the fit and proper test held by the FSA based on a 'service period' is as follows:

Nama Name	Periode Menjabat Serving Period	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
Rapat Khusus Dewan Komisaris Board of Commissioners Meeting			
Nobiru Adachi (Komisaris Utama President Commissioner) ¹⁾	1 Januari s/d 31 Desember 2015	17	89%
Sigid Moekardjono (Wakil Komisaris Utama/Independen Vice President Commissioner/Independent)	1 Januari s/d 31 Desember 2015	26	96%
Benny Luhur (Komisaris Independen Independent Commissioner) ²⁾	23 Juni s/d 31 Desember 2015	4	80%
Koh Yong Guan (Komisaris Independen Independent Commissioner) ³⁾	30 Maret s/d 31 Desember 2015	-	-

¹⁾ Efektif tanggal 14 April 2015 sejak lulus *fit and proper test* oleh OJK. Sebelum efektif sebagai Komisaris Utama telah menghadiri 1 kali rapat khusus Dewan Komisaris selaku pengamat.

²⁾ Efektif tanggal 24 Agustus 2015 sejak lulus *fit and proper test* oleh OJK

³⁾ Masih dalam proses *fit and proper test* oleh OJK

¹⁾ Effective since April 14, 2015 after passing the fit and proper test by OJK. Prior to be appointed as President Commissioner, attend 3 times of BOC-BOD meetings as an observer

²⁾ Effective since August 24, 2015 after passing the fit and proper test by OJK.

³⁾ Fit and proper test process by OJK

Tabel kehadiran rapat untuk masing-masing anggota Dewan Komisaris adalah:

Meeting attendance table for each member of the Board of Commissioners are as follows:

Nama Name	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Tgl 27/1/15	Tgl 12/2/15	Tgl 28/2/15	Tgl 26/3/15	Tgl 31/3/15	Tgl 31/3/15	Tgl 30/4/15	Tgl 30/4/15	Tgl 30/4/15	Tgl 5/5/15	Tgl 5/5/15	Tgl 5/5/15	Tgl 5/5/15	Tgl 6/5/15	Tgl 13/5/15
Nobiru Adachi	-	-	-	-	-	*	x	x	√	√	√	√	√	√	√
Sigid Moekardjono	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Benny Luhur	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Koh Yong Guan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Nama Name	16	17	18	19	20	21	22	23	24	25	26	26	27	Σ
	Tgl 13/5/15	Tgl 26/5/15	Tgl 28/5/15	Tgl 28/5/15	Tgl 28/5/15	Tgl 23/6/15	Tgl 6/8/15	Tgl 27/8/15	Tgl 29/9/15	Tgl 22/10/15	Tgl 25/11/15	Tgl 25/11/15	Tgl 17/12/15	
Nobiru Adachi	√	√	√	x	x	√	√	√	√	√	√	√	√	17
Sigid Moekardjono	√	√	√	√	√	√	√	√	x	√	√	√	√	26
Benny Luhur	-	-	-	-	-	-	-	√	√	√	x	x	x	4
Koh Yong Guan	-	-	-	-	-	-	-	-	-	-	-	-	-	0

Keterangan:

√: Hadir

X: Absen

*: Hadir sebagai pengamat/belum efektif lulus *fit and proper test* oleh OJK

-: Belum menjabat atau belum efektif lulus *fit and proper test* oleh OJK

Notes:

√: Present

X: Absent

*: Attended as observers / has not complete the fit and proper test by the FSA

-: Has not assumed the position or has not complete the fit and proper test by the FSA

Pengambilan keputusan rapat Dewan Komisaris telah dilakukan berdasarkan musyawarah mufakat, dan/atau suara terbanyak dalam hal tidak terjadi musyawarah mufakat. Hasil rapat Dewan Komisaris telah dituangkan dalam risalah rapat/notulen dan didokumentasikan dengan baik, termasuk pencantuman *dissenting opinions* (apabila ada).

Dengan demikian penyelenggaraan Rapat Dewan Komisaris PT Bank JTrust Indonesia Tbk pada tahun 2015 telah memenuhi ketentuan yang berlaku.

Adoption of resolutions of Board of Commissioners meetings was carried out by deliberation to achieve consensus, and/or a majority vote if consensus cannot be achieved. Results of Board of Commissioners meetings are reduced to minutes of meetings/minutes and are well documented, including the inclusion of dissenting opinions (if any).

As such the holding of meetings of the Board of Commissioners of PT Bank JTrust Indonesia Tbk in 2015 were carried out in compliance with the prevailing regulations.

(7) Penilaian (Assessment) Kinerja Dewan Komisaris

Pihak yang melakukan penilaian (*assessment*) terhadap kinerja Dewan Komisaris adalah pemegang saham (*shareholder*):

- Proses *Assessment* Kinerja
Tahapan proses untuk menilai kinerja Dewan Komisaris dilakukan langsung oleh pemegang saham (*shareholder*) mayoritas, yaitu J Trust Co., Ltd.
- Kriteria (Indikator) Kinerja
Indikator yang digunakan untuk menilai kinerja Dewan Komisaris adalah *Key Performance Indicator* (KPI) yang disusun dan dinilai langsung oleh pemegang saham (*shareholder*) mayoritas, dalam hal ini adalah J Trust Co., Ltd. Indikator yang dipergunakan menjadi diskresi pemegang saham mayoritas.

(7) Evaluation (Assessment) of The Performance of the Board of Commissioners

The parties who perform assessment on the performance of the Board of Commissioners are the shareholders:

- Performance Assessment Process
Stages of process for assessing the performance of the Board of Commissioners are conducted directly by the majority shareholder, which is J Trust Co., Ltd.
- Criteria (Indicators) of Performance
Indicators applied to assess the performance of the Board of Directors are the Key Performance Indicator (KPI) which was composed and evaluated directly by majority shareholder, in this case is the J Trust Co., Ltd. The indicators applied are at the majority shareholder's discretion.

(8) Program Pelatihan Anggota Dewan Komisaris

Untuk menunjang pelaksanaan tugas Dewan Komisaris, selama tahun 2015 anggota Dewan Komisaris PT Bank JTrust Indonesia Tbk telah mengikuti berbagai program pelatihan, *workshop*, konferensi, seminar, antara lain:

(8) Board of Commissioners Members Training Program

To support the implementation of the duties of the Board of Commissioners, in 2015 the members of Board of Commissioners of PT Bank JTrust Indonesia Tbk has attended various training programs, workshops, conferences, seminars, such as:

Nama Name	Periode Menjabat Serving Period	Pelatihan, <i>Workshop</i> , Konferensi, Seminar Training, Workshop, Conference, Seminar	Penyelenggara Organizer	Tempat & Waktu Venue & Time
Nobiru Adachi (Komisaris Utama President Commissioner)	1 Januari s/d 31 Desember 2015	<ul style="list-style-type: none"> • Penerapan Manajemen Risiko Kelola Kinerja Bank • <i>Business Continuity Management</i> (BCM) 	<ul style="list-style-type: none"> • BARA • BSMR 	<ul style="list-style-type: none"> • Gedung IFC Jakarta • Grand Hyatt Tower Jakarta
Sigid Moerkardjono (Wakil Komisaris Utama-Independen Vice President Commissioner-Independent)	1 Januari s/d 31 Desember 2015	<ul style="list-style-type: none"> • Pembekalan SMR • Uji SMR Level 1 Komisaris 	<ul style="list-style-type: none"> • LSPP • LSPP 	<ul style="list-style-type: none"> • Gedung IFC Jakarta • Mandiri Tower Jakarta
Adriana Muliarto (Komisaris Independen Independent Commissioner)	30 Maret s/d 23 Juni 2015	Uji SMR Level 2 Komisaris	LSPP	Gedung IFC Jakarta

(9) Rekomendasi Dewan Komisaris

Dewan Komisaris berperan aktif memberikan masukan dan rekomendasi melalui pembahasan pada Rapat Dewan Komisaris atau Rapat Dewan Komisaris dan Direksi maupun pembahasan dalam Komite-Komite di bawah Dewan Komisaris yang membantu kelancaran

(9) Recommendation of the Board of Commissioners

Board of Commissioners played an active role of providing inputs and recommendations through discussions at Board of Commissioners Meeting or Meetings of the Board of Commissioners and Board of Directors as well as the discussion in the Committees under the Board

tugas pengawasan oleh Dewan Komisaris. Berikut ringkasan hasil rekomendasi serta masukan penting Dewan Komisaris selama tahun 2015 diantaranya:

1. Lebih mengaktifkan *Retail Fund Raiser* dan mendapatkan fasilitas dari Bank untuk melepaskan ketergantungan Jumbo Deposit dan menekan COF.
2. Memperkecil *Safety Level* agar tidak *Over Liquidity* namun dengan tetap memperhatikan *Safety Level* yang aman.
3. Memberikan Deposit Limit maksimum antara 20% sampai 25% dari total DPK kepada satu group Deposan.
4. Close monitoring terhadap aktivitas debitur dan kewajiban, khususnya bila ada tunggakan kewajiban terutama yang sudah kolektibilitas 2 (*special mention*).
5. Memperbaiki *Credit Process* dan *Competency Processor* hingga sampai ke *Back Office*.
6. Melakukan Loan Restructuring sepanjang memenuhi ketentuan.
7. Potensi debitur NPL sampai akhir tahun 2015 sangat besar, hal ini perlu strategi yang jelas dan realistis serta agresif untuk menghindarkan debitur tersebut menjadi NPL.
8. Hasil *Collection* dalam *assets recovery* masih sangat tidak signifikan dibandingkan jumlah O/S NPL yang ada, bahkan penjualan *foreclosed asset* tidak terjadi. Untuk itu perlu peningkatan kualitas dan kuantitas *collection* serta terobosan yang dapat mempercepat penyelesaian NPL yang sementara ini menjadi penyangga Bank.
9. Perbanyak kunjungan ke lokasi usaha debitur dan pemeriksaan fisik jaminan *non fixed asset* terutama stok barang bila merupakan jaminan dan nilainya signifikan.
10. Perubahan yang frontal terhadap sistem penagihan dan penjualan jaminan agar diperoleh *recovery* yang optimal.
11. *Task force* untuk menahan penurunan kualitas kredit dari kol. 1 (lancar) dan kol. 2 (*special mention*) menjadi NPL terus ditingkatkan aktivitasnya dengan *memonitor* kewajiban debitur sebelum jatuh tempo kewajibannya.
12. Diupayakan mencari potensial pembeli *foreclosed asset* dan bilamana perlu dilakukan *haircut* sesuai prosedur yang berlaku.
13. Mengingatkan agar tidak masuk dalam pemberian kredit berskala besar dan berisiko tinggi apabila jaminan *real estate* sangat tidak memadai. Pengalaman yang lalu sudah menunjukkan kerugian yang sangat signifikan akibat pembiayaan ke *Medium Loan*.
14. Petakan industry yang memiliki prospek yang bagus dan *feasible* untuk dibiayai.
15. Ikut serta dalam sindikasi *loan* dengan bank-bank Jepang untuk proyek yang *feasible* dengan tetap memperhatikan *Legal Lending Limit*.

of Commissioners which supports in facilitating the monitoring duties of the Board of Commissioners. The following is summary of the recommendations as well as important inputs from the Board of Commissioners in 2015, such as:

1. More pro-active Retail Fund Raiser and to earn facility from the Bank in order to release the dependency of Jumbo Deposit and to restrain COF.
2. Minimize Safety Level in order not to be Over Liquidity yet with due regard to the safe Safety Level.
3. Provide Maximum Deposit Limit between 20% to 25% of total DPK to one depositors group.
4. Close monitoring of the activities of the debtor and liabilities, particularly when there are outstanding obligations especially those with level 2 collectibility (*special mention*).
5. Improve Credit Process and Competency Processor up to the Back Office.
6. Perform Loan Restructuring so long as it complies to the regulations.
7. Potential of NPL debtor until the end of 2015 is immense, consequentially requiring a clear and realistic and aggressive strategy to prevent the debtor into becoming an NPL.
8. Collection Results in assets recovery is still very insignificant compared to the number of existing O/S NPL, and even the sale of foreclosed assets does not occur. Thus, we need to improve the quality and quantity of collection as well as a breakthrough to accelerate the settlement of the NPL which is currently supporting the Bank.
9. Increase the site visit to the debtor's business location and physical examination of non fixed assets collaterals, particularly stocks of goods if they are part of collateral and has significant value.
10. A Frontal change in the billing system and sales of collateral in order to obtain an optimal recovery.
11. Task force to suppress the decline in credit quality from collectivity 1 (current) and collectivity 2 (*special mention*) into NPL, needs to increase its activities by monitoring the debtor's obligations before its maturity date.
12. Efforts to look for potential buyers of foreclosed assets and, if necessary, conduct haircut according to the applicable procedure.
13. Remind not to enter into large-scale and high risk credit if the real estate collateral is very inadequate. Past experience has shown significant losses due to Medium Loan financing.
14. Create industry mapping which has good prospects and feasible to finance.
15. Participate in a syndicated loan with Japanese banks for feasible project with due regard to the Legal Lending Limit.

16. Perlu *role model* dalam pelaksanaan program *cost efficiency* dan melakukan *business process engineering* serta streaming organization.
17. Lebih intensif dalam membina hubungan dengan perusahaan dan bank-bank Jepang di Indonesia agar diperoleh dana murah dan fasilitas pinjaman bank untuk menekan *safety level* sehingga tidak terjadi *negative spread*.
18. Perlu hati-hati dan waspada terhadap lonjakan permintaan likuiditas sedangkan di pasar kondisinya sangat ketat.
19. Bilamana Bank Indonesia merealisasikan perubahan struktur likuiditas, maka J Trust Bank dapat menurunkan *safety level*-nya dengan mengurangi *exposure* Jumbo Deposit bunga tinggi.
20. Membuat dan melakukan stress test dengan kondisi yang terburuk (*worst scenario*), dengan melakukan mitigasi risiko khusus dalam mengantisipasi meningkatnya NPL.
21. Memperbaiki kualitas proses pemberian kredit khususnya:
 - Struktur Organisasi Perkreditan
 - Menyempurnakan SOP Perkreditan
 - Meningkatkan *Account Management*
22. Agar lebih di-expose mengenai tambahan modal dari Januari s/d September 2015 yang mengakibatkan kenaikan modal menjadi Rp1,4 Triliun sehingga CAR menjadi 16,27%.
23. Meyakinkan kepada deposan besar & retail bahwa *shareholder* berkomitmen menjadikan J Trust Bank sebagai Bank yang sehat dan kompetitif.

2.4. Direksi

Direksi bertanggung jawab penuh dalam operasional, pengembangan bisnis dan pengelolaan risiko Bank secara profesional dengan mengedepankan prinsip kehati-hatian Bank (*prudential banking principle*) untuk meningkatkan *shareholders value* serta senantiasa berpedoman pada peraturan perundang-undangan dan ketentuan yang berlaku, baik yang diterbitkan oleh Regulator perbankan seperti Otoritas Jasa Keuangan (OJK), Bank Indonesia, Lembaga Pasar Modal (Bursa Efek Indonesia), dan/atau otoritas lainnya yang berwenang.

(1) Tugas dan Tanggung Jawab Direksi

Pada periode per 31 Desember 2015 jumlah anggota Direksi terdiri dari 4 (empat) orang yang diantara salah satunya sebagai Direktur Utama dan 1 (satu) orang sebagai Direktur Kepatuhan, yang secara bersama-sama melaksanakan tugas dan tanggung jawab kepada Bank untuk:

1. Direksi bertanggung jawab penuh dalam melaksanakan tugasnya untuk kepentingan Perseroan dalam mencapai maksud dan tujuannya;

16. Requirement of a role model in the implementation of the cost efficiency program and conduct business process engineering as well as streaming organization.
17. More intensive in developing relationships with Japanese companies and banks in Indonesia in order to obtain inexpensive funds and bank loan facility to suppress the safety level so negative spread will not occur.
18. Need to be cautious and careful of the surge in liquidity demand, while the market condition is very tight.
19. If Bank Indonesia realizes the change of liquidity structure, then J Trust Bank may lower its safety level by reducing the exposure of Jumbo Deposit with high interest rate.
20. Create and perform stress test with the worst scenario, by conducting risk mitigation particularly in anticipating the rising NPLs.
21. Improve the quality of the loan provision process in particular:
 - Credit Organizational Structure
 - Improve Credit SOP
 - Increase Account Management
22. More exposure of additional capital from January until September 2015 which resulted in an increase of capital to Rp1.4 trillion and CAR into 16.27%.
23. Convince the big depositors and retailers that the shareholders are committed to turn J Trust Bank into a healthy and competitive Bank.

2.4. Board of Directors

Board of Directors have full responsibility in operations, business development and risk management of the Bank in a professional manner by upholding the prudential banking principles in order to increase shareholders value and always strives to comply with the prevailing laws and regulations, issued by banking regulator such as the Financial Services Authority (FSA), Bank Indonesia, the Capital Market authorities (Indonesia Stock Exchange), and/or other authorized bodies.

(1) Duties and Responsibilities of the Board of Directors

As of 31 December 2015, the number of members of the Board of Directors consists of four (4) persons, one of which shall be the President Director and 1 (one) person shall be Director of Compliance, who jointly carry out the duties and responsibilities to the Bank as follows:

1. The Board of Directors shall be fully responsible in conducting their duties for the interests of the Company in achieving its goals and objectives;

2. Direksi berkewajiban memiliki itikad baik dan sesuai dengan kewenangan dan tanggung jawabnya menjalankan tugas sebagaimana diatur dalam Anggaran Dasar Perseroan dengan mengindahkan peraturan perundang-undangan yang berlaku;
 3. Direksi berkewajiban menjalankan prinsip-prinsip/asas *Good Corporate Governance* (GCG) dalam setiap kegiatan usaha Bank pada seluruh tingkatan atau jenjang organisasi;
 4. Direksi berkewajiban menindaklanjuti temuan audit dan rekomendasi dari Satuan Kerja Audit Intern (SKAI), auditor eksternal, hasil pengawasan Otoritas Jasa Keuangan (OJK), Bank Indonesia, dan/atau hasil pengawasan otoritas lainnya;
 5. Dalam rangka melaksanakan prinsip-prinsip/asas GCG, Direksi wajib membentuk komite dibawahnya seperti ALCO, Komite Manajemen Risiko, Komite Kredit, Komite Pengarah Teknologi Informasi, dan Komite Human Resources;
 6. Direksi wajib mempertanggungjawabkan pelaksanaan tugasnya kepada pemegang saham melalui RUPS Tahunan;
 7. Direksi berkewajiban mengungkapkan kepada pegawai tentang kebijakan Bank yang bersifat strategis di bidang kepegawaian;
 8. Direksi berkewajiban menyediakan data dan informasi yang akurat, relevan dan tepat waktu kepada Dewan Komisaris, pemegang saham dan pihak regulator;
 9. Direksi berkewajiban memiliki pedoman dan tata tertib kerja yang bersifat mengikat bagi setiap anggota Direksi, paling kurang mencantumkan pengaturan etika kerja, waktu kerja dan pengaturan rapat;
 10. Direksi berkewajiban menyusun rencana strategis dalam bentuk rencana korporasi (*corporate plan*) dan rencana bisnis (*business plan*). Penyampaian rencana korporasi dan penyusunan/penyampaian rencana bisnis berpedoman pada ketentuan Otoritas Jasa Keuangan (OJK);
 11. Direksi harus menyelenggarakan RUPS berdasarkan permintaan pemegang saham yang mempunyai hak suara yang sah;
 12. Direksi berkewajiban membuat dan memelihara daftar Pemegang Saham dan Daftar khusus yang berisi Daftar Kepemilikan Saham yang dimiliki oleh Direksi dan Komisaris termasuk keluarga mereka dalam Bank dan di perusahaan lain (bila ada);
 13. Menetapkan Visi, Misi dan Nilai-nilai Budaya Kerja Bank;
 14. Membuat rencana kerja dan anggaran tahunan dan rencana lain yang berhubungan dengan usaha Bank. Rencana tersebut harus diberikan kepada Komisaris dan Pemegang saham untuk disahkan dalam RUPS dan dikomunikasikan kepada segenap pegawai Bank;
2. The Board of Directors is obligated to act in good faith in accordance with its authorities and responsibilities in performing their duties as governed under the Articles of Association with due regard to the prevailing laws;
 3. The Board of Directors is obligated to implement the principles of Good Corporate Governance (GCG) in all business activities of the Bank at all levels of the organization;
 4. The Board of Directors is obligated to follow up on audit findings and recommendations from the Internal Audit Unit (SKAI), external auditors, monitoring reports from the Financial Services Authority (FSA), Bank Indonesia, and/or other authorities monitoring results;
 5. In order to implement the corporate governance principles, the Board of Directors shall establish a committee under them, such as: ALCO, Risk Management Committee, Credit Committee, Information Technology Steering Committee, and the Human Resources Committee;
 6. The Board of Directors must account for the performance of its duties to the shareholders through the Annual GMS;
 7. The Board of Directors shall disclose strategic policy in personnel matters to the employees of the Bank;
 8. The Board of Directors is obligated to provide data and information that is accurate, relevant and timely to the Board of Commissioners, shareholders and regulators;
 9. The Board of Directors is obligated to own work guidelines and code of conduct that binds every member of the Board of Directors, at the least governing the arrangement of work ethics, working time and meeting arrangements;
 10. The Board of Directors is obligated to draw up a strategic plan in the form of corporate plan and business plans. Submission of corporate plan and preparation/presentation of a business plan shall be in compliance with the regulations of the Financial Services Authority (FSA);
 11. The Board of Directors shall hold the GMS at the request of shareholders with valid voting rights;
 12. The Board of Directors is obligated to create and maintain a Shareholders Register and a Special Register which contain the list of shares ownership of the Board of Directors and Board of Commissioners including their families in the Bank and in other companies (if any);
 13. Establish the Vision, Mission and Working Culture Values of the Bank;
 14. Create a work plan and annual budget and other plans related to the business of the Bank. The plan must be conveyed to the Commissioner and the Shareholders for ratification at the GMS and communicated to all employees of the Bank.

(2) Jumlah dan Komposisi Direksi

Mengacu kepada ketentuan Bank Indonesia:

- Jumlah anggota Direksi paling kurang 3 (tiga) orang.
- Seluruh anggota Direksi telah berdomisili di Indonesia.

Pada periode tahun 2015, jumlah dan komposisi Direksi PT Bank JTrust Indonesia Tbk mengalami perubahan sebagai berikut:

- Jumlah dan komposisi Direksi per 01 Januari 2015 s/d 27 Desember 2015 sesuai kriteria Bank Indonesia di atas, sebagai berikut:
 - Anggota Direksi sebanyak 5 (lima) orang, termasuk 1 (satu) orang Direktur Utama, 1 (satu) orang Direktur Kepatuhan, dan 3 (tiga) orang Direktur.
 - Anggota Direksi yang berdomisili di Indonesia sebanyak 5 (lima) orang dari 5 (lima) orang.

Jumlah dan susunan anggota Direksi tersebut adalah:

No	Nama Name	Jabatan Position	Domisili Domicile	Tanggal Pengangkatan & Persetujuan Date of Approval Date of Appointment & Approval	
				RUPS AGMS	BI/OJK BI/FSA
1.	Ahmad Fajar	Direktur Utama President Director	Indonesia	- RDK LPS/Nov 2008 *) - RUPSLB tgl. 30 Des 2014 **)	12 Maret 2009 3 Maret 2015
2.	Felix Istyono Hartadi Tiono	Direktur Director	Indonesia	- RDK/RUPS LPS tgl. 26 Feb 2014	22 April 2014
3.	Laksmi Mustikaningrat	Direktur Director	Indonesia	- RDK/RUPS LPS tgl. 4 Juni 2014	29 September 2014
4.	Yoshio Hirako	Direktur Director	Indonesia	- RUPSLB tgl. 30 Des 2014	7 Mei 2015
5.	Eihito Tamura	Direktur Director	Indonesia	- RUPSLB tgl. 30 Des 2014	19 Juni 2015

*) RDK (Rapat Dewan Komisiner) dianggap sebagai RUPS dalam pengangkatan sebagai Direktur

***) RUPSLB untuk pengangkatan sebagai Direktur Utama

- Jumlah dan komposisi Direksi per 28 Desember 2015 s/d 31 Desember 2015 sesuai kriteria Bank Indonesia di atas, sebagai berikut:
 - Anggota Direksi sebanyak 4 (empat) orang, termasuk 1 (satu) orang Direktur Utama, 1 (satu) orang Direktur Kepatuhan, 1 (satu) orang Direktur, dan terakhir 1 (satu) orang Direktur (efektif setelah dinyatakan lulus uji kelayakan dan kepatutan oleh OJK).
 - Anggota Direksi yang berdomisili di Indonesia sebanyak 4 (empat) orang dari 4 (empat) orang.

(2) The Total Number and Composition of the Board of Directors

In reference to the regulations of Bank Indonesia:

- The number of members of the Board of Directors is at least 3 (three) persons.
- All members of the Board of Directors are domiciled in Indonesia.

In 2015, the number and composition of the Board of Directors of PT Bank JTrust Indonesia Tbk were amended as follows:

- The number and composition of the Board of Directors as of January 1, 2015 until December 27, 2015 has satisfied the above requirements of Bank Indonesia, as follows:
 - Members of the Board of Directors is five (5) persons, consisting of 1 (one) President Director, 1 (one) Compliance Director, and three (3) Directors.
 - Members of the Board of Directors domiciled in Indonesia are five (5) persons out of five (5) persons.

The number and composition of the Board of Directors are as follows:

- The number and composition of the Board of Directors as of December 28, 2015 until December 31, 2015 has satisfied the above requirements of the Bank Indonesia, as follows:
 - Members of the Board of Directors is four (4) persons, consisting of 1 (one) President Director, 1 (one) Compliance Director, 1 (one) Directors, and another 1 (one) Director (effective after passing the fit and proper test held by the FSA).
 - Members of the Board of Directors domiciled in Indonesia are four (4) persons out of four (4) persons.

Jumlah dan susunan anggota Direksi tersebut adalah:

The number and composition of the Board of Directors are as follows:

No	Nama Name	Jabatan Position	Domisili Domicile	Tanggal Pengangkatan & Persetujuan Date of Approval Date of Appointment & Approval	
				RUPS AGMS	BI/OJK BI/FSA
1.	Ahmad Fajar	Direktur Utama President Director	Indonesia	- RDK LPS/Nov 2008 *) - RUPSLB tgl. 30 Des 2014 **)	12 Maret 2009 3 Maret 2015
2.	Felix Istyono Hartadi Tiono	Direktur Director	Indonesia	- RDK/RUPS LPS tgl. 26 Feb 2014	22 April 2014
3.	Eihito Tamura	Direktur Director	Indonesia	- RUPSLB tgl. 30 Des 2014	19 Juni 2015
4.	Ritsuo Ando	Direktur Director	Indonesia	- RUPSLB tgl. 28 Des 2015	***)

*) RDK (Rapat Dewan Komisiner) dianggap sebagai RUPS dalam pengangkatan sebagai Direktur
 **) RUPSLB untuk pengangkatan sebagai Direktur Utama
 ***) Efektif setelah dinyatakan lulus uji kelayakan dan kepatutan (*Fit and Proper Test*) oleh OJK. Telah mendapatkan persetujuan OJK berdasarkan surat No.SR-45/D-03/2016 tanggal 26 Februari 2016

*) Board of Commissioners Meeting is regarded as GMS for the appointment as Director
 **) EGMS for the appointment as President Director
 ***) Effective after passed the fit and proper test by FSA. Have been approved by FSA based on letter No.SR FSA-45 / D-03/2016 dated February 26, 2016

Pada periode tahun 2015, anggota Direksi tidak ada yang memiliki jabatan rangkap sebagai Komisaris, Direksi atau Pejabat Eksekutif pada Bank, perusahaan dan/atau lembaga keuangan lainnya. Selain itu anggota Direksi tidak ada yang menjadi anggota Komite Nominasi dan Remunerasi.

In 2015, there are no members of the Board of Directors who has concurrent positions as Commissioner, Director or Executive Officer in other Banks, companies and/or financial institutions. In addition, there are no member of Board of Directors who is a member of the Nomination and Remuneration Committee.

Adapun ringkasan profil anggota Direksi sebagai berikut:

The summary of the profiles of members of the Board of Directors is as follows:

- a. **Direktur Utama: Ahmad Fajar**
 Warga Negara Indonesia, tempat/tanggal lahir Surakarta, 22 Januari 1966. Memperoleh gelar Sarjana dari Institut Pertanian Bogor (IPB) tahun 1988, dan gelar Magister Manajemen tahun 2000 di Universitas Padjadjaran. Memulai karir di Perbankan pada tahun 1990 sebagai Tata Usaha Kantor Pusat, dan pada tahun 2000 sebagai Manager Senior Officer – Treasury Liquidity Management Funding di Bank Bumi Daya. Tahun 2000-2001 sebagai Manager Senior Officer - Treasury & Capital Market Portfolio Investment di Bank Mandiri. Tahun 2001-2003 sebagai Manager Profesional Staff – Treasury Management, Treasury Product/Sales Management di Bank Mandiri. Tahun 2003-2004 Srm: TL – Portfolio Investment Mgr – Treasury Bank Mandiri, tahun 2004-2008 VP: DH-Debt & Capital Market – Treasury Debt & Capital Market di Bank Mandiri. Pada bulan Nopember 2008 dipercaya sebagai Direktur PT Bank Mutiara Tbk. dan sejak tanggal 30 Desember 2014 dipercaya menjabat sebagai Direktur Utama PT Bank Mutiara Tbk yang sekarang sudah mengganti nama menjadi PT Bank JTrust Indonesia Tbk.
- b. **Direktur Kepatuhan: Felix Istyono Hartadi Tiono**
 Warga Negara Indonesia, tempat/tanggal lahir Surakarta, 08 Februari 1959. Lulus Universitas Katholik Parahyangan, Bandung tahun 1985 jurusan Fakultas Hukum, dan tahun

- a. **President Director: Ahmad Fajar**
 Indonesian citizen, place/date of birth Surakarta, January 22, 1966. He earned a Bachelor degree from Bogor Agricultural University (IPB) in 1988, and a Master of Management degree in 2000 from the University of Padjadjaran. He began his career in banking in 1990 as the Head Office Administration, and in 2000 as Senior Manager Officer - Treasury Liquidity Management Funding at Bank Bumi Daya. In 2000-2001, he served as a Senior Officer Manager - Treasury & Capital Market Portfolio Investment in Bank Mandiri. In 2001-2003, he served as a Manager of Professional Staff - Treasury Management, Treasury Product/Sales Management at Bank Mandiri. In 2003-2004, he served as SRM: TL - Investment Portfolio Mgr - Treasury Bank Mandiri, in 2004-2008, he was Vice President: DH-Debt & Capital Markets - Treasury Debt & Capital Markets at Bank Mandiri. In November 2008 he was entrusted to be a Director of PT Bank Mutiara Tbk. and as of December 30, 2014, he was entrusted to serve as President Director of PT Bank Mutiara Tbk which currently changed its name into PT Bank JTrust Indonesia Tbk.
- b. **Compliance Director: Felix Istyono Hartadi Tiono**
 Indonesian Citizen, place/date of birth Surakarta, 8 February 1959. Graduated from Parahyangan Catholic University, Bandung in 1985 majoring in Faculty of Law,

2006 lulus dari Institut Pengembangan Manajemen Indonesia, Jakarta dengan gelar MM/MBA. Memulai karir pada tahun 1986-1990 di PT Wellwood Sejahtera Ekapratama sebagai Legal Officer; tahun 1990 bertugas di PT Bank Rabobank International Indonesia sebagai Legal Officer; selanjutnya tahun 1992 bertugas di PT Bank Rabobank International Indonesia sebagai Manager Legal Affairs; tahun 1994 menjabat di PT Bank Rabobank International Indonesia sebagai Manager Credit Control & Support; tahun 1998 di PT Bank Rabobank International sebagai Manager Credit Risk Control; selanjutnya tahun 2000 masih di PT Bank Rabobank International Indonesia menjabat Direktur Kepatuhan; tahun 2006 berkarir di PT Bank DBS Indonesia sebagai Direktur Kepatuhan; tahun 2009 bertugas di Bank HSBC Indonesia sebagai Direktur Kepatuhan; dari tahun 2014 sampai dengan sekarang bertugas di PT Bank Mutiara Tbk sebagai Direktur Kepatuhan dan Legal yang sekarang sudah mengganti nama menjadi PT Bank JTrust Indonesia Tbk.

and in 2006 graduated from the Institute of Management Development Indonesia, Jakarta with an MM/MBA degree. He began his career in 1986-1990 at PT Wellwood Sejahtera Ekapratama as Legal Officer; in 1990, he served in PT Bank Rabobank International Indonesia as a Legal Officer; later in 1992, he served in PT Bank Rabobank International Indonesia as Legal Affairs Manager; in 1994, he served in PT Bank Rabobank International Indonesia as Manager of Credit Control & Support; in 1998, at PT Bank Rabobank International he served as a Manager of Credit Risk Control; afterwards, in 2000, he was still in PT Bank Rabobank International Indonesia serving as Director of Compliance; in 2006, he began his career at PT Bank DBS Indonesia as Director of Compliance; In 2009, he served in Bank HSBC Indonesia as Director of Compliance; from 2014 until now he serves in PT Bank Mutiara Tbk as Director of Compliance and Legal which currently has changed its name to PT Bank JTrust Indonesia Tbk.

c. Direktur: Eihito Tamura

Warga Negara Jepang, lahir tanggal 24 Juni 1971. Lulusan University of Tokyo, Faculty of Engineering, Department of Systems Innovation tahun 1996 ini tidak asing dengan berbagai solusi pembayaran dan jaringan di dunia. Memiliki pengalaman tiga tahun di bidang konsultasi marketing dan strategi, selain berpengalaman lebih dari tujuh tahun pada bisnis perbankan dan sekuritas, serta setahun mendirikan Bank dari awal. Memulai karir di Sanwa Bank, Limited., Tokyo sebagai Associate pada tahun 1996 hingga pertama kali menduduki posisi Eksekutif sebagai Direktur Eksekutif di Cecile Co., Ltd. pada tahun 2006. Kemudian menjabat CEO pada Bitcash Inc., Tokyo sebelum menduduki posisi CEO dan President di Wakatam Inc., Tokyo pada tahun 2011. Sejak tanggal 30 Desember 2014 dipercaya menjadi Direktur PT Bank Mutiara Tbk yang sekarang sudah mengganti nama menjadi PT Bank JTrust Indonesia Tbk.

c. Director: Eihito Tamura

Japanese citizen, born on June 24, 1971. A graduate of University of Tokyo, Faculty of Engineering, Department of Systems Innovation in 1996, he was no stranger to the various payment solutions and network in the world. Boasting three years of experience in the field of marketing and strategy consultant, more than seven years of experience in banking and securities, and one year of setting up the Bank. He began his career at Sanwa Bank, Limited., Tokyo as an Associate in 1996 and first occupied the position of Executive as Executive Director in Cecile Co., Ltd. in 2006. He later served as CEO at Bitcash Inc., Tokyo before assuming the position of CEO and President at Wakatam Inc., Tokyo in 2011. As of December 30, 2014 he is entrusted to be a Director of PT Bank Mutiara Tbk which currently had changed its name into PT Bank JTrust Indonesia Tbk.

d. Direktur: Ritsuo Ando *)

Warga Negara Jepang, Lelaki usia 59 tahun. Ditunjuk sebagai Direksi PT Bank JTrust Indonesia Tbk dalam RUPSLB Perseroan tanggal 28 Desember 2015. Beliau memiliki pengalaman tiga puluh enam (36) tahun di bidang perbankan dan finansial. Memulai karir di The Daiwa Bank, Limited., Osaka sebagai Banking Officer pada tahun 1979 hingga pertama kali menduduki posisi Eksekutif sebagai Presiden Direktur di PT Daiwa Lippo Finance pada tahun 2001. Setelahnya, beliau menjabat Presiden Direktur di Resona Indonesia Finance pada tahun 2003, Penasihat di Resona Bank, Ltd. pada tahun 2005, General Manager di ACOM Co., Ltd. pada tahun 2007, Wakil Presiden Direktur di PT Bank Nusantara Parahyangan, Tbk.

d. Director: Ritsuo Ando *)

Japanese citizen, Male, aged 59 years old. Appointed as a Director of PT Bank JTrust Indonesia Tbk subject to the EGMS of the Company dated December 28, 2015. He has thirty-six (36) years experience in banking and finance industry. Starting his career in The Daiwa Bank, Limited., Osaka as Banking Officer in 1979 until he first occupied executive positions as President Director of PT Daiwa Lippo Finance in 2001. Afterwards, he served as President Director of Resona Indonesia Finance in 2003, Advisor at Resona Bank, Ltd. in 2005, General Manager at ACOM Co., Ltd. in 2007, Vice President Director of PT Bank Nusantara Parahyangan Tbk. (BNP) in 2008, and

(BNP) pada tahun 2008, dan terakhir sebagai Presiden Direktur BNP sejak tahun 2009 sebelum menjadi Direktur PT Bank JTrust Indonesia Tbk. Beliau adalah lulusan Osaka University of Foreign Language, Faculty of Language, Indonesia Literature tahun 1975.

*) Efektif setelah lulus *fit and proper test* dari OJK. Telah mendapatkan persetujuan OJK berdasarkan surat No. SR-45/D-03/2016 tanggal 26 Februari 2016.

recently as President Director of BNP since 2009 prior to becoming a Director of PT Bank JTrust Indonesia Tbk. He graduated from Osaka University of Foreign Language, Faculty of Language, Indonesia Literature in 1975.

*) Effective after passing the fit and proper test held by the FSA. Have been approved by the FSA subject to letter No. SR-45/D-03/2016 dated February 26, 2016.

(3) Kriteria Direksi

- Dalam rangka mendapatkan hasil yang objektif serta independen maka seluruh pengangkatan dan/atau pergantian anggota Direksi harus disetujui oleh pemegang saham melalui RUPS, dengan kriteria utama mempertimbangkan integritas, kompetensi, profesionalisme dan reputasi keuangan yang memadai sesuai dengan persyaratan penilaian kemampuan dan kepatutan (*Fit and Proper Test*) yang telah ditetapkan oleh Otoritas Jasa Keuangan (OJK). Sampai dengan periode tanggal 31 Desember 2015 belum seluruh anggota Direksi telah mendapatkan persetujuan dari OJK atas Penilaian Uji Kemampuan dan Kepatutan (*Fit and Proper Test*) dan pemenuhan atas peraturan perundang-undangan yang berlaku. Untuk pengangkatan seorang Direktur harus berdasarkan/perhatikan rekomendasi dari Komite Nominasi dan Remunerasi.
- Mayoritas Anggota Direksi telah memiliki pengalaman paling kurang 5 (lima) tahun di bidang operasional sebagai Pejabat Eksekutif Bank.

(4) Status Independensi Direksi

- Seluruh anggota Direksi PT Bank JTrust Indonesia Tbk merupakan Direksi Independen, artinya tidak saling memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga sampai dengan derajat kedua dengan sesama anggota Direksi dan/atau dengan anggota Dewan Komisaris dan/atau Pemegang Saham Pengendali Bank yang dapat mempengaruhi kemampuannya untuk bertindak tidak independen.
- Anggota Direksi baik secara sendiri-sendiri atau bersama-sama tidak memiliki saham melebihi 25% (dua puluh lima persen) dari modal disetor pada suatu perusahaan lain.
- Anggota Direksi tidak memberikan kuasa umum kepada pihak lain yang mengakibatkan pengalihan tugas dan fungsi Direksi.

(5) Transparansi dan Hubungan Keuangan, Kepengurusan dan Keluarga Direksi

Anggota Direksi telah membuat dan menandatangani surat pernyataan terkait hal-hal meliputi:

(3) Criteria of Board of Directors

- In order to obtain objective and independent results, all appointment and/or replacement of members of the Board of Directors must be approved by the shareholders through the GMS, with the main criteria considering the integrity, competence, professionalism and adequate financial reputation in accordance with the requirements of the Fit and Proper Test held by the Financial Services Authority (FSA). As of December 31, 2015, not all members of the Board of Directors received approval from the FSA on Fit and Proper Test assessment and the satisfaction of the prevailing laws. The appointment of a Director shall be subject to/in consideration of the recommendation from the Nomination and Remuneration Committee.
- The majority of members of the Board of Directors have at least 5 (five) years of experience in the area of operations as Executive Officer of the Bank.

(4) Independence Status of Board of Directors

- All members of the Board of Directors of PT Bank JTrust Indonesia Tbk is an Independent Director, which means that each one does not have any financial, management, shares ownership, and/or family relationship to the second degree with fellow members of the Board of Directors and/or members of Board of Commissioners and/or Controlling Shareholders of the Bank which could affect its ability to act independently.
- Members of the Board of Directors, either individually or jointly, does not own more than 25% (twenty five percent) of the paid up capital at another company.
- Members of the Board of Directors do not give general authorization to other parties which may result in the transfer of duties and functions of the Board of Directors.

(5) Transparency and Financial, Management and Family Relationship of Board of Directors

Members of the Board of Directors has issued and signed an affidavit related to the following matters:

1. Anggota Direksi tidak memiliki saham yang mencapai $\geq 5\%$ (lima persen) dari modal disetor pada PT Bank JTrust Indonesia Tbk maupun pada bank dan perusahaan lain (di dalam dan di luar negeri).
2. Anggota Direksi baik secara sendiri-sendiri maupun bersama-sama tidak memiliki saham melebihi 25% (dua puluh lima persen) dari modal disetor pada suatu perusahaan lain.
3. Anggota Direksi tidak saling memiliki hubungan keuangan dan hubungan keluarga sampai dengan derajat kedua dengan sesama anggota Direksi dan/atau dengan anggota Dewan Komisaris dan pemegang saham pengendali.

1. Members of the Board of Directors do not own shares reaching $\geq 5\%$ (five percent) of the paid up capital of PT Bank JTrust Indonesia Tbk as well as at other banks and companies (domestic and overseas).
2. Members of the Board of Directors either individually or jointly do not have more than 25% (twenty five percent) of the paid up capital of another company.
3. Members of the Board of Directors do not have a mutual financial and family relationship to the second degree with fellow members of the Board of Directors and/or members of the Board of Commissioners and the controlling shareholder.

- Transparansi Hubungan Keluarga

- Transparency of Family Relationship

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Ahmad Fajar		√		√		√
2.	Felix I. Hartadi Tiono		√		√		√
3.	Eihito Tamura		√		√		√
4.	Ritsuo Ando		√		√		√

- Transparansi Hubungan Keuangan

- Transparency of Financial Relationship

No	Nama Name	Dewan Komisaris Board of Commissioners		Direksi Board of Directors		Pemegang Saham Lainnya Other Shareholders	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
1.	Ahmad Fajar		√		√		√
2.	Felix I. Hartadi Tiono		√		√		√
3.	Eihito Tamura		√		√		√
4.	Ritsuo Ando		√		√		√

- Transparansi Kepemilikan Saham

- Transparency of Share Ownership

No	Nama Name	Perusahaan Lainnya Other Company	Bank Lain Other Bank	Lembaga Keuangan Bukan Bank Financial Institution Non Bank	%
1.	Ahmad Fajar	Tidak ada None	Tidak ada None	Tidak ada None	
2.	Felix I. Hartadi Tiono	Tidak ada None	Tidak ada None	Tidak ada None	
3.	Eihito Tamura	Tidak ada None	Tidak ada None	Tidak ada None	
4.	Ritsuo Ando	J-Net Travel	Tidak ada None	Tidak ada None	6,00%

(6) Rapat Direksi

Selama tahun 2015 telah diselenggarakan 36 (tiga puluh enam) kali rapat yang dilaksanakan oleh anggota Direksi, baik rapat Dewan Direksi maupun rapat Dewan Direksi dengan Kepala Divisi, dan unit kerja lainnya, dalam membahas segenap persoalan dan/atau strategi pengelolaan Perseroan.

Frekuensi tingkat kehadiran rapat anggota Direksi pada tahun 2015 berdasarkan 'periode menjabat' adalah sebagai berikut:

(6) Meeting of the Board of Directors

During 2015, the Board of has held 36 (thirty six) meetings held by members of the Board of Directors, both Board of Directors meetings and meetings of the Board of Directors with the Head of Division, and other work units, in discussing all matters and/or the Company's management strategy.

Attendance level frequency of Board of Directors meetings in 2015 based on a 'service period' is as follows:

No	Nama Direksi Name	Periode Menjabat Serving Period	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
1	Ahmad Fajar (Direktur Utama President Director) ¹⁾	1 Januari s/d 31 Desember 2015	35	97%
2	Felix I. Hartadi Tiono (Direktur Director)	1 Januari s/d 31 Desember 2015	32	89%
3	Laksmi Mustikaningrat (Direktur Director)	1 Januari s/d 28 Desember 2015	18	82%
4	Yoshio Hirako (Direktur Director) ²⁾	1 Januari s/d 28 Desember 2015	17	47%
5	Eihito Tamura (Direktur Director) ³⁾	1 Januari s/d 31 Desember 2015	18	50%
6	Ritsuo Ando (Direktur Director) ⁴⁾	28 Desember s/d 31 Desember 2015	-	-

¹⁾ Efektif tanggal 3 Maret 2015 sejak lulus *fit and proper test* oleh OJK.

²⁾ Efektif tanggal 7 Mei 2015 sejak lulus *fit and proper test* oleh OJK

³⁾ Efektif tanggal 19 Juni 2015 sejak lulus *fit and proper test* oleh OJK

⁴⁾ Diangkat sesuai RUPSLB Perseroan tanggal 28 Desember 2015 dan efektif setelah lulus *fit and proper test* dari OJK. Telah mendapatkan persetujuan OJK berdasarkan surat No. SR-45/D-03/2016 tanggal 26 Februari 2016.

¹⁾ Effective on March 3, 2015 after passed the fit and proper test by FSA.

²⁾ Effective on May 7, 2015 after passed the fit and proper test by FSA

³⁾ Effective on June 19, 2015 after passed the fit and proper test by FSA

⁴⁾ Appointed in accordance to EGM on December 28, 2015 and effective after passing fit and proper test of FSA. Have been approved by letter No. SR FSA-45 / D-03/2016 dated February 26, 2016

Pengambilan keputusan rapat Direksi telah dilakukan berdasarkan musyawarah mufakat, atau suara terbanyak dalam hal tidak terjadi musyawarah mufakat. Hasil rapat Direksi telah dituangkan dalam risalah rapat/notulen dan didokumentasikan dengan baik, termasuk pencantuman *dissenting opinions* (apabila ada).

Resolutions of the Board of Directors meetings were adopted by deliberation to achieve consensus, and/or a majority vote if consensus cannot be achieved. Resolutions of Board of Directors meetings were reduced into minutes of meetings/minutes and are well documented, including the inclusion of dissenting opinions (if any).

(7) Penilaian (Assessment) Kinerja Direksi

Pihak yang melakukan penilaian (*assessment*) terhadap kinerja Direksi adalah Dewan Komisaris dan kemudian disetujui oleh pemegang saham (*shareholder*).

Proses *Assessment* Kinerja

Tahapan proses untuk menilai kinerja Direksi dapat disampaikan sebagai berikut:

- Tahap 1
Rencana Kerja Anggaran Perusahaan (RKAP) yang telah disahkan melalui RUPS
- Tahap 2
Menyusun *Draft Key Performance Indicator* (KPI)
- Tahap 3
KPI di-*review* oleh Dewan Komisaris dan Komite Nominasi dan Remunerasi
- Tahap 4
Draft KPI diusulkan kepada Pemegang Saham Mayoritas (J Trust Co., Ltd.)
- Tahap 5
Pembahasan KPI antara Tim Teknis PT Bank JTrust Indonesia Tbk dan Tim Teknis Pemegang Saham
- Tahap 6
Penandatanganan bersama KPI antara PT Bank JTrust Indonesia Tbk dengan Pemegang Saham

- Kriteria (Indikator) Kinerja

- Proses penyusunan *Key Performance Indicator* (KPI) Direksi PT Bank JTrust Indonesia Tbk menerapkan metode *Balanced Scorecard* (BSC). Pengukuran kinerja menggunakan empat perspektif, yaitu: Keuangan, Internal Bisnis, *Customer*, *Learning & Growth*.

(7) Assessment of the Board of Directors Performance

The parties who conduct an assessment on the performance of the Board of Directors is the Board of Commissioners and subsequently approved by the shareholders.

Performance Assessment Process

Stages of process to assess the performance of the Board of Directors are as follows:

- Stage 1
Work Plan Budget (RKAP), which has been ratified by the GMS
- Stage 2
Drafting of Key Performance Indicator (KPI)
- Stage 3
KPIs are reviewed by the Board of Commissioners and the Nomination and Remuneration Committee
- Stage 4
KPI draft is proposed to the Majority Shareholder (J Trust Co., Ltd.)
- Stage 5
KPI discussion between the Technical Team of PT Bank JTrust Indonesia Tbk and the Technical Team of the Shareholders
- Stage 6
Joint execution of the KPI between and PT Bank JTrust Indonesia Tbk with the Shareholders

- Criteria (Indicators) of Performance

- The process of drafting of Key Performance Indicator (KPI) of the Board of Directors of PT Bank JTrust Indonesia Tbk implements the Balanced Scorecard (BSC) method. Performance measurement applies four perspectives, which are: Finance, Internal Business, Customer, Learning & Growth.

- Dengan menerapkan metode BSC ini yang diukur bukan hanya target keuangan tetapi juga proses. PT Bank JTrust Indonesia Tbk meyakini bahwa dengan metode BSC dapat memperjelas dan menerjemahkan visi dan strategi serta dapat mengkomunikasikan dan mengaitkan berbagai tujuan dan ukuran strategis.
 - Setelah KPI secara *bankwide*/direktorat ditandatangani, setiap bulannya PT Bank JTrust Indonesia Tbk selalu *memonitor* pencapaian kinerja terhadap target sesuai KPI.
 - Setiap akhir tahun buku KPI tersebut akan dievaluasi oleh Pemegang Saham untuk mengukur kinerja Direksi. Adapun tahapan dalam mengevaluasi nilai KPI pada akhir tahun adalah sebagai berikut:
- By applying the BSC method, the measurement was not only aimed on financial targets but also on the process. PT Bank JTrust Indonesia Tbk believes that the BSC method can clarify and translate vision and strategy as well as to communicate and link various strategic objectives and measurements.
 - After *bankwide*/directorate KPI have been signed, every month PT Bank JTrust Indonesia Tbk always monitor the performance achievement against targets set in the KPI.
 - At the end of the fiscal year, KPI will be evaluated by the Shareholders to assess the performance of the Board of Directors. The stages in evaluating the value of KPI at the end of the year are as follows:



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(8) Program Pelatihan Anggota Direksi

Untuk menunjang pelaksanaan tugas Direksi, selama tahun 2015 beberapa anggota Direksi PT Bank JTrust Indonesia Tbk telah mengikuti berbagai program pelatihan, *workshop*, konferensi, seminar, antara lain:

(8) Training Program of Members of the Board of Directors

To support the implementation of the duties of the Board of Directors, in 2015, several members of the Board of Directors of PT Bank JTrust Indonesia Tbk has attended various training programs, workshops, conferences, seminars, such as:

No.	Nama Name	Periode Menjabat Serving Period	Pelatihan, <i>Workshop</i> , Konferensi, Seminar Training, Workshop, Conference, Seminar	Penyelenggara Organizer	Tempat & Waktu Venue & Time
1	Laksmi Mustikaningrat (Direktur Director)	1 Januari s/d 28 Desember 2015	Penerapan Manajemen Risiko Kelola Kinerja Bank	BSMR	Grand Hyatt Jakarta
2	Yoshio Hirako (Direktur Director)	1 Januari s/d 28 Desember 2015	<ul style="list-style-type: none"> • Pembekalan SMR • Uji SMR Level 5 Eksekutif (Fast Track) • Uji SMR Level 5 Eksekutif (Fast Track) - Intensive 	LSPP	<ul style="list-style-type: none"> • Gedung IFC Jakarta • Mandiri Tower Jakarta • Mandiri Tower Jakarta
3	Eihito Tamura (Direktur Director)	1 Januari s/d 31 Desember 2015	<ul style="list-style-type: none"> • Pembekalan SMR • Uji SMR Level 5 Eksekutif (Fast Track) • Uji SMR Level 5 Eksekutif (Fast Track) – Intensive 	LSPP	<ul style="list-style-type: none"> • Gedung IFC Jakarta • Mandiri Tower Jakarta • Mandiri Tower Jakarta

2.5. Kepemilikan Saham

Kepemilikan saham PT Bank JTrust Indonesia Tbk saat ini sesuai dengan yang tercantum dalam Anggaran Dasar (AD) terakhir Nomor 59 tanggal 24 Juni 2015 dengan beberapa kali perubahan sesuai keputusan RUPSLB akta Nomor 2 tanggal 29 September 2015 dan keputusan RUPSLB akta Nomor 54 tanggal 28 Desember 2015, maka kepemilikan saham perseroan menjadi sebagai berikut:

No.	Pemilik Shareholder	Lembar Share	Nilai Nominal/lembar Nominal Amount/Share Rp	%
1.	J Trust Co. Ltd.	892.171.975.498.230 (saham seri A)	0,01	98,997
2.	PT J Trust Investments Indonesia	9.012.124.501.770 (saham seri A)	0,01	1,000
3.	Pemegang Saham Lama	28.350.177.035 (saham seri B)	78,00	0,003

Berdasarkan Anggaran Dasar Nomor 59 tanggal 24 Juni 2015, dan hasil keputusan RUPSLB akta Nomor 2 tanggal 29 September 2015 yang memutuskan adanya perubahan pemegang saham Perseroan, maka komposisi pemegang saham PT Bank JTrust Indonesia Tbk adalah sebagai berikut:

- i. Jumlah saham sebesar 98,997% (sembilan puluh delapan koma sembilan ratus sembilan puluh tujuh persen) lembar saham perseroan atau sebanyak 892.171.975.498.230 (delapan ratus sembilan puluh dua triliun seratus tujuh puluh satu miliar sembilan ratus tujuh puluh lima juta empat ratus sembilan puluh delapan ribu dua ratus tiga puluh) saham Seri A yang dimiliki oleh J Trust Co. Ltd.;
- ii. Jumlah saham sebesar 1,000% (satu koma nol persen) saham perseroan atau sebanyak 9.012.124.501.770 (sembilan triliun dua belas miliar seratus dua puluh empat juta lima ratus satu ribu tujuh ratus tujuh puluh) lembar saham Seri A yang dimiliki oleh PT J Trust Investments Indonesia (JTII).
- iii. Jumlah saham sebesar 0,003% (nol koma nol nol tiga persen) saham perseroan atau sebanyak 28.350.177.035 saham (dua puluh delapan miliar tiga ratus lima puluh juta seratus tujuh puluh tujuh ribu tiga puluh lima) lembar saham Seri B yang dimiliki oleh Pemegang Saham Publik (dalam proses hukum di Mahkamah Konstitusi/MK).

2.6. Transaksi yang Mengandung Benturan Kepentingan

Transaksi yang menyebabkan terjadinya benturan kepentingan antara Bank dengan pribadi pemilik, anggota Dewan Komisaris, anggota Direksi, Pejabat Eksekutif, dan/atau pihak lain yang terkait dengan Bank, maka bagi anggota Dewan Komisaris, anggota Direksi, Pejabat Eksekutif dilarang mengambil tindakan/keputusan yang dapat merugikan Bank atau mengurangi keuntungan Bank.

2.5. Shareholding

The current shareholding of PT Bank JTrust Indonesia Tbk are in accordance with the latest Articles of Association No. 59 dated June 24, 2015 as amended several times subject to resolutions of the EGMS in Deed No. 2 dated September 29, 2015 and the resolution of the EGMS in Deed No. 54 dated December 28, 2015, therefore the shareholding composition of the Company shall be as follows:

Subject to Articles of Association No. 59 dated June 24, 2015 and resolutions of the EGMS in Deed No. 2 dated September 29, 2015 which resolved changes in the shareholding of the Company, therefore the shareholding composition of PT Bank JTrust Indonesia Tbk are as follows:

- i. 98.997% (ninety eight point nine hundred ninety seven per cent) of the shares of the Company or in the total amount of 892,171,975,498,230 (eight hundred and ninety-two trillion one hundred and seventy-one billion nine hundred and seventy five million four hundred and ninety eight thousand two hundred thirty) Series A shares owned by J Trust Co. Ltd.;
- ii. 1.000% (one point zero percent) of the shares of the Company or in the total amount of 9,012,124,501,770 (nine trillion twelve billion one hundred twenty four million five hundred and one thousand seven hundred and seventy) series A shares owned by PT J Trust Investments Indonesia (JTII).
- iii. 0.003% (zero point zero zero three percent) of the shares of the Company or in the total amount of 28,350,177,035 shares (twenty-eight billion three hundred and fifty million one hundred and seventy seven thousand and thirty-five) series B shares owned by Public Shareholders (in legal proceedings at the Constitutional Court/MK).

2.6. Transactions Involving Conflict of Interest

Transactions which caused conflicts of interest between the Bank and personal interests of the owners, members of the Board of Commissioners, members of the Board of Directors, Executive Officers, and/or other parties related to the Bank, then the members of the Board of Commissioners, members of the Board of Directors, Executive Officers are prohibited from taking actions/decisions that may inflict damage to the Bank or reduce the profit of the Bank.

Dalam menjalankan tugas dan tanggung jawab sehari-hari untuk melakukan hubungan bisnis dengan nasabah, rekanan maupun dengan rekan sekerja, serta menjaga kepentingan publik, PT Bank JTrust Indonesia Tbk senantiasa menjunjung tinggi integritas pribadi dan profesionalisme yang luhur, yang dituangkan dalam bentuk buku pedoman Etika Korporasi perusahaan sebagai standar etika dan perilaku yang wajib dijadikan pedoman oleh seluruh anggota Bank (Dewan Komisaris, Direksi dan Karyawan Tetap/Kontrak).

Buku pedoman Etika Korporasi perusahaan telah mengatur hal-hal yang harus dihindari untuk mencegah potensi terjadinya benturan kepentingan dalam setiap aktivitas dengan para nasabah, rekanan atau antara sesama anggota Bank, termasuk dalam pengambilan keputusan.

Selama tahun 2015 tidak ada transaksi yang mengandung benturan kepentingan, sebagaimana tabel berikut:

No.	Nama dan Jabatan yang Memiliki Benturan Kepentingan Name & Position of Parties with Conflict of Interest	Nama dan Jabatan Pengambil Keputusan Name & Position of Decision Maker	Jenis Transaksi Type of Transaction	Nilai Transaksi (Rp juta) Transaction Amount (Rp million)	Keterangan *) Description
1.	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None

*) Tidak sesuai sistem dan prosedur yang berlaku

In carrying out the day-to-day duties and responsibilities in doing business relationship with customers, partners and their co-workers, as well as safeguarding the public interests, PT Bank JTrust Indonesia Tbk always strives to uphold personal integrity and excellent professionalism, which is manifested in a Corporate Ethics guidelines of the company to serve as ethical and behavioral standards which must be applied as guidelines by all members of the Bank (the Board of Commissioners, Board of Directors and Permanent/Contract Employees).

Corporate Ethics guidelines of the company governs matters which should be avoided to prevent potential conflicts of interest in every activity with customers, partners or among members of the Bank, including in decision-making.

During 2015 there were no transactions which contain conflict of interest, as the table below:

*) Not in compliance with applicable system and procedure

2.7. Kepemilikan saham anggota Dewan Komisaris dan Direksi yang mencapai $\geq 5\%$ (lima perseratus) dari modal disetor, yang meliputi jenis dan jumlah lembar saham pada Bank tersebut, Bank lain, Lembaga Keuangan Bukan Bank, dan perusahaan lainnya yang berkedudukan di dalam maupun di luar negeri.

Selama tahun 2015 terdapat 1 (satu) orang anggota Dewan Komisaris, dan 1 (satu) orang anggota Direksi yang memiliki saham lebih dari 5% (lima perseratus) dari modal disetor pada perusahaan lainnya.

2.8. Hubungan keuangan dan hubungan keluarga anggota Dewan Komisaris dan Direksi

Selama tahun 2015 tidak ada hubungan keuangan dan hubungan keluarga anggota Dewan Komisaris dan Direksi dengan anggota Dewan Komisaris lainnya, Direksi lainnya dan/atau Pemegang Saham Pengendali Bank.

2.9. Shares option yang Dimiliki Komisaris, Direksi, dan Pejabat Eksekutif

Shares option adalah opsi untuk membeli saham oleh anggota Dewan Komisaris, Direksi dan Pejabat Eksekutif melalui penawaran saham atau penawaran opsi saham dalam rangka

2.7. Shareholding of members of the Board of Commissioners and Board of Directors which reached $\geq 5\%$ (five percent) of the paid-up capital, which includes the type and number of shares in the Bank, other banks, Non-Bank Financial Institutions, and other companies domiciled locally or abroad.

In 2015 there is 1 (one) member of the Board of Commissioners, and 1 (one) members of the Board of Directors who own shares constituting more than 5% (five percent) of the paid-up capital at another company.

2.8. Financial and family relations of members of the Board of Commissioners and Board of Directors

During 2015 there was no financial and family relations of members of the Board of Commissioners and Board of Directors with another members of the Board of Commissioners, Board of Directors and/or Controlling Shareholders of the Bank.

2.9. Shares option of the Commissioners, Directors and Executive Officers

Shares option is an option to purchase shares by members of the Board of Commissioners, Board of Directors and Executive Officers through a stock offering or stock options

pemberian kompensasi yang diberikan kepada anggota Dewan Komisaris, Direksi dan Pejabat Eksekutif Bank, dan yang harus diputuskan dalam RUPS dan/atau Anggaran Dasar Bank.

offering in order to award compensation to members of the Board of Commissioners, Board of Directors and Executive Officers of the Bank, which must be resolved in the GMS and/or Articles of Association of the Bank.

Pengungkapan mengenai *shares option* minimal mencakup:

- Kebijakan dalam pemberian *shares option*.
- Jumlah saham yang telah dimiliki masing-masing anggota Dewan Komisaris, Direksi dan Pejabat Eksekutif sebelum diberikan *shares option*.
- Jumlah *shares option* yang diberikan.
- Jumlah *shares option* yang telah dieksekusi sampai dengan akhir masa pelaporan.
- Harga opsi yang diberikan.
- Jangka waktu berlakunya eksekusi *share option*.

Disclosures regarding the minimum shares option include:

- The policy of granting shares option.
- Number of shares owned by each member of the Board of Commissioners, Board of Directors and Executive Officers prior to being granted shares option.
- Number of shares option granted.
- Number of shares option which has been exercised by the end of the reporting period.
- The option price.
- The validity of exercise period of the share option.

Selama tahun 2015 tidak ada *shares option* dimaksud untuk huruf b), c), d), e), dan f) sebagaimana tabel berikut:

During 2015, there were no shares option referred in letters b), c), d), e) and f) as the following table:

Keterangan>Nama Description/Name	Jumlah Saham yang dimiliki (lembar saham) Total Shares (Number of Shares)	Jumlah Opsi Shares Option		Harga Opsi Option Price (Rupiah)	Jangka Waktu Period
		Yang diberikan (lembar saham) Granted (Number of Shares)	Yang telah Dieksekusi (lembar saham) Exercised (Number of Shares)		
Tidak terdapat anggota Dewan Komisaris yang menggunakan <i>shares option</i> ataupun memiliki saham pada Perseroan None of the member of Board of Commissioners have used the shares option nor have shares in the Company					
Tidak terdapat anggota Direksi yang menggunakan <i>shares option</i> ataupun memiliki saham pada Perseroan None of the member of Board of Directors have used the shares option nor have shares in the Company					
Tidak terdapat anggota pejabat eksekutif yang menggunakan <i>shares option</i> ataupun memiliki saham pada Perseroan None of the member of Executive Officers have used the shares option nor have shares in the Company					
Total	Nihil None	Nihil None	Nihil None	Nihil None	Nihil None

2.10. Buy back shares dan/atau buy back obligasi Bank

Buy back shares atau *buy back* obligasi adalah upaya mengurangi jumlah saham atau obligasi yang telah diterbitkan Bank dengan cara membeli kembali saham atau obligasi tersebut, yang tata cara pembayarannya dilaksanakan sesuai dengan ketentuan yang berlaku.

2.10. The buyback of the Bank's shares and/or bonds

Shares buyback or bonds buyback is the effort to reduce the number of shares or bonds issued by the Bank by repurchasing said shares or bonds, which payment mechanism is carried out subject to the prevailing laws.

Pengungkapan *buy back shares* dan/atau *buy back* obligasi minimal mencakup:

The disclosure of shares and/or bonds buyback at least include:

- a. Kebijakan dalam melakukan *buy back shares* dan/atau *buy back obligasi*.
- b. Jumlah lembar saham dan/atau obligasi yang dibeli kembali.
- c. Harga pembelian kembali perlembar saham dan/atau obligasi.
- d. Peningkatan laba per lembar saham dan/atau obligasi.

Selama tahun 2015 tidak ada *Buy back shares* dan/atau *buy back obligasi* Bank yang terjadi di PT Bank JTrust Indonesia Tbk.

2.11. Remunerasi dan Fasilitas Lain

A. Paket/kebijakan remunerasi dan fasilitas lain bagi Dewan Komisaris dan Direksi

- 1) Antara lain meliputi:
 - a. Remunerasi dalam bentuk non natura, termasuk gaji dan penghasilan tetap lainnya, berupa tunjangan (*benefit*), kompensasi berbasis saham, *tantiem* dan bentuk remunerasi lainnya.
 - b. Fasilitas lain dalam bentuk natura/non natura yakni penghasilan tidak tetap lainnya, termasuk tunjangan untuk perumahan, transportasi, asuransi kesehatan dan fasilitas lainnya, yang dapat dimiliki maupun tidak dapat dimiliki.
- 2) Pengungkapan paket/kebijakan remunerasi dimaksud, meliputi:
 - a. Paket/kebijakan remunerasi dan fasilitas lain bagi anggota Dewan Komisaris dan Direksi yang ditetapkan RUPS Bank.
 - b. Jenis remunerasi dan fasilitas lain bagi seluruh anggota Dewan Komisaris dan Direksi, minimal mencakup jumlah anggota Dewan Komisaris, jumlah anggota Direksi, dan jumlah seluruh paket/kebijakan remunerasi dan fasilitas lain dimaksud, untuk tahun 2015 sebagaimana tabel berikut:

- a. The shares and/or bonds buyback policy;
- b. The number of repurchased shares and/or bonds;
- c. The price of shares and/or bonds buyback;
- d. The increase profit per share and/or bond.

In 2015 there were no shares and/or bonds buyback by the Bank in PT Bank JTrust Indonesia Tbk.

2.11. Remuneration and Other Facilities

A. Remuneration package/policy and other facilities for the Board of Commissioners and Board of Directors

- 1) Among other include:
 - a. Remuneration in cash, including salaries and other fixed income, such as allowances (*benefit*), stock-based compensation, *tantiem* and other forms of remuneration.
 - b. Other in-kind/cash facilities such as other intermittent income, including allowances for housing, transportation, health insurance and other facilities, which is discretionary.
- 2) Disclosure of said remuneration package/policy include as follows:
 - a. Remuneration package/policy and other facilities for members of the Board of Commissioners and Board of Directors as set forth by the GMS of the Bank.
 - b. Types of remuneration and other facilities for all members of the Board of Commissioners and Board of Directors, must at least include the number of members of the Board of Commissioners, the number of members of the Board of Directors, and the total number of remuneration packages/policy and other relevant facilities, for 2015, as per the following table:

Jenis Remunerasi dan Fasilitas lain Remuneration and Other Facility	Jumlah Diterima dalam 1 Tahun *) Total Received in 1 Year			
	Dewan Komisaris Board of Commissioners		Direksi Board of Directors	
	Orang Person	Dalam Rupiah In Rupiah	Orang Person	Dalam Rupiah In Rupiah
1. Remunerasi (gaji, bonus, tunjangan rutin, <i>tantiem</i> , dan fasilitas lainnya dalam bentuk non-natura) Remuneration (salary, bonus, allowances, <i>tantiem</i> , and other facilities in the form of non-natura)	3	2.940.988.300	5	10.731.905.930
2. Fasilitas lain dalam bentuk natura (perumahan, transportasi, asuransi kesehatan dan sebagainya) yang **): a. Dapat dimiliki (purna jabatan) b. Tidak dapat dimiliki (asuransi D & O kendaraan) Other facilities in kind (housing, transportation, health insurance, etc) **): a. Can be possessed (Retired) b. Can not be possessed (vehicle D & O insurance)	3	130.000.000	5	456.000.000 646.000.000
Total	3	3.070.988.300	5	11.833.905.930

Keterangan | Note:

*) Sebelum dipotong pajak | before tax

**) Dinilai dalam ekivalen Rupiah | in equivalent value of Rupiah

- c. Jumlah anggota Dewan Komisaris dan Direksi yang menerima paket remunerasi dalam 1 (satu) tahun yang dikelompokkan sesuai tingkat penghasilan untuk tahun 2015 sebagai berikut:

- c. The number of members of the Board of Commissioners and Board of Directors who received the remuneration package in 1 (one) year are grouped according to the income levels for 2015 as follows:

Jumlah Remunerasi per Orang dalam 1 tahun *) Remuneration per Person in 1 Year	Jumlah Direksi Number of BOD	Jumlah Komisaris Number of BOC
Di atas Rp2 miliar Above Rp2 billion	2	1
Di atas Rp1 miliar s.d. Rp2 miliar Above Rp1 billion to Rp2 billion	3	-
Di atas Rp500 juta s.d. Rp1 miliar Above Rp500 million to Rp1 billion	-	1
Rp500 juta ke bawah Up to Rp500 million	-	1

Keterangan | Note:

^{*)} Yang diterima secara tunai sebelum dipotong pajak | Paid in cash before tax

B. Rasio gaji tertinggi dan gaji terendah

- a. Gaji adalah adalah hak pegawai yang diterima dan dinyatakan dalam bentuk uang sebagai imbalan dari perusahaan/pemberi kerja kepada pegawai yang ditetapkan dan dibayarkan menurut suatu perjanjian kerja, kesepakatan, atau peraturan perundang-undangan, termasuk tunjangan bagi pegawai dan keluarganya atas suatu pekerjaan dan/atau jasa yang telah dilakukannya.
- b. Rasio gaji tertinggi dan terendah, dalam skala perbandingan berikut:
- Rasio gaji pegawai yang tertinggi dan terendah.
 - Rasio gaji Direksi yang tertinggi dan terendah.
 - Rasio gaji Komisaris yang tertinggi dan terendah.
 - Rasio gaji Direksi tertinggi dan pegawai tertinggi.

Gaji yang diperbandingkan dalam ratio gaji tersebut adalah imbalan yang diterima oleh anggota Dewan Komisaris, Direksi dan Pegawai per bulan. Pegawai adalah pegawai tetap Bank sampai batas pelaksana.

Rasio gaji tertinggi dan terendah di PT Bank JTrust Indonesia Tbk pada tahun 2015 sebagai berikut:

B. The ratio of the highest salary and the lowest salary

- a. Salary is the right of an employee which is received and realized in the form of money as a remuneration from the company/employer to employees which are determined and paid subject to an employment agreement, contract, or prevailing laws and regulations, including allowances for employees and their families for work and/or services rendered.
- b. The ratio of highest and lowest salaries, in a comparative scale as follows:
- The ratio of the highest and lowest salaries of the employees.
 - The ratio of the highest and lowest salaries of the Board of Directors.
 - The ratio of the highest and lowest salaries of the Board of Commissioners.
 - The ratio of the highest salaries of the Board of Directors and employees.

The comparable salaries in the salary ratio is the remuneration received by members of the Board of Commissioners, Board of Directors and employees per month. An employee is a permanent employee which serve an executive function.

The ratio of highest and lowest salaries in PT Bank JTrust Indonesia Tbk in 2015 is as follows:

Jenis Rasio Type of Ratio	Besarnya Rasio Ratio
Rasio gaji pegawai yang tertinggi dan terendah The ratio of highest and lowest employee salaries	21 x
Rasio gaji Direksi yang tertinggi dan terendah The ratio of highest and lowest Director salaries	1,50 x
Rasio gaji Komisaris yang tertinggi dan terendah The ratio of highest and lowest Commissioner salaries	1,21 x
Rasio gaji Direksi tertinggi dan pegawai tertinggi The ratio of highest salaries of Director and Employee	2,91 x

III. KELENGKAPAN DAN PELAKSANAAN TUGAS KOMITE-KOMITE PT BANK JTRUST INDONESIA TBK

Komite-Komite Dibawah Dewan Komisaris

Dalam rangka pelaksanaan tugas dan tanggung jawabnya, Dewan Komisaris PT Bank JTrust Indonesia Tbk telah membentuk Komite-Komite Di bawah Dewan Komisaris yang dipersyaratkan dalam ketentuan *Good Corporate Governance* dengan susunan komite-komite tersebut adalah sebagai berikut:

- Komite Audit (*Audit Committee*)
- Komite Pemantau Risiko (*Risk Monitoring Committee*)
- Komite Nominasi dan Remunerasi (*Nomination and Remuneration Committee*)

Semua komite-komite dibawah Dewan Komisaris diketuai oleh Komisaris Independen yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, Direksi dan/atau pemegang saham pengendali atau bentuk hubungan lain dengan Bank yang bisa mempengaruhi independensinya.

Pelaksanaan tugas dan tanggung jawab komite-komite dibawah Dewan Komisaris PT Bank JTrust Indonesia Tbk mengacu pada Pedoman dan Tata Tertib Kerja Komite (*Committee Charter*) yang disusun berdasarkan peraturan yang berlaku di Indonesia terutama Peraturan Bank Indonesia tentang Pelaksanaan *Good Corporate Governance* Bagi Bank Umum, dan *best practices* yang ditinjau ulang secara berkala.

3.1. Komite Audit (*Audit Committee*)

Komite Audit merupakan komite yang dibentuk untuk mendukung efektivitas pelaksanaan tugas Dewan Komisaris. Komite Audit melakukan pemantauan dan evaluasi atas perencanaan dan pelaksanaan audit serta pemantauan tindak lanjut hasil audit dalam rangka menilai kecukupan pengendalian intern termasuk kecukupan proses pelaporan keuangan.

- a. Piagam/Pedoman dan Tata Tertib Kerja Komite Audit (*Audit Committee Charter*)
Komite Audit memiliki Piagam/Pedoman dan Tata Tertib Kerja Komite Audit (*Audit Committee Charter*) yang mengatur hal-hal terkait dengan pelaksanaan tugas dan tanggung jawab, struktur organisasi, syarat keanggotaan, kewenangan, pelaksanaan rapat, masa tugas dan honorarium. Piagam/Pedoman dan Tata Tertib Kerja Komite Audit (*Audit Committee Charter*) secara periodik perlu dinilai dan dievaluasi kecukupannya oleh Dewan Komisaris agar fungsi Komite Audit dapat dilaksanakan pada tingkat yang optimal.

III. IMPLEMENTATION AND DUTIES OF COMMITTEES OF PT BANK JTRUST INDONESIA TBK

Committees Under the Board of Commissioners

In order to execute its duties and responsibilities, the Board of Commissioners of PT Bank JTrust Indonesia Tbk has established the Committees under the Board of Commissioners in accordance with Good Corporate Governance. The committees are as follows:

- Audit Committee
- Risk Monitoring Committee
- Nomination and Remuneration Committee

All the committees under the Board of Commissioners are chaired by an Independent Commissioner who does not have a relationship of finance, management, share ownership, and/or related to members of the Board of Commissioners, Board of Directors and/or the controlling shareholders or in any other form of relationships with the Bank which could affect independence.

Implementation of duties and responsibilities of the committees under the Board of Commissioners of PT Bank JTrust Indonesia Tbk refers to the Committee Charter which is based on the rules that apply in Indonesia, especially Bank Indonesia Regulation on the Implementation of Good Corporate Governance for Commercial Banks, and best practices and are reviewed regularly.

3.1. Audit Committee

The Audit Committee is a committee formed to support the duties of the Board of Commissioners. The Audit Committee monitors and evaluates the planning and execution of audit and monitor the follow-up audit in order to assess the adequacy of internal controls, including the adequacy of the financial reporting process.

- a. Charter/Guidelines and Rules of Conduct of the The Audit Committee has a Charter/Code of Conduct of the Audit Committee which regulates matters related to the implementation of the tasks and responsibilities, organizational structure, membership requirements, the authority, implementation of meeting, working period and honorarium. The effectiveness of the Charter/Guidelines and Code of Conduct of the Audit Committee need to be assessed and evaluated periodically by the Board of Commissioners to ensure the Audit Committee function at optimal level.

- b. Struktur dan Keanggotaan Komite Audit
- Berdasarkan Surat Dewan Komisaris No.12.02/S-KOM/Mutiara/V/2015 tanggal 12 Mei 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.12.05/S.Kep-Dir-HCD/Mutiara/V/2015 tanggal 12 Mei 2015, struktur dan keanggotaan Komite Audit sebagai berikut:
1. Sigid Moerkardjono (Wakil Komisaris Utama/ Independen): Ketua/Anggota
 2. Sudarmadji Herry Sutrisno (Pihak Independen): Sekretaris/Anggota
 3. Haryanto (Pihak Independen): Anggota

Berdasarkan Surat Dewan Komisaris No.01.02/S-KOM/JTRUST/VI/2015 tanggal 01 Juni 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No. 30.17/S.Kep-Dir-HCD/JTrust/VI/2015 tanggal 30 Juni 2015, struktur dan keanggotaan Komite Audit sebagai berikut:

1. Sigid Moerkardjono
(Wakil Komisaris Utama/Independen): Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Sudarmadji Herry Sutrisno
(Pihak Independen): Sekretaris/Anggota
4. Haryanto (Pihak Independen) : Anggota

Kemudian berdasarkan Surat Dewan Komisaris No.17.01/S-KOM/JTRUST/XII/2015 tanggal 17 Desember 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.18.08/S.Kep-Dir-HCD/JTrust/XII/2015 tanggal 18 Desember 2015, maka struktur dan keanggotaan Komite Audit diubah menjadi sebagai berikut:

1. Benny Luhur (Komisaris Independen): Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Sudarmadji Herry Sutrisno (Pihak Independen): Sekretaris/Anggota
4. Haryanto (Pihak Independen): Anggota

Komite Audit diketuai oleh seorang Komisaris Independen dan anggotanya adalah 1 (satu) orang Komisaris Utama yang telah efektif dinyatakan lulus uji kelayakan dan kepatutan oleh OJK, 1 (satu) orang Pihak Independen yang ahli dalam bidang akuntansi dan keuangan, dan 1 (satu) orang Pihak Independen yang memiliki keahlian di bidang hukum bisnis dan perbankan. Pengangkatan nama-nama Ketua dan Anggota Komite Audit sebagaimana dimaksud di atas telah memenuhi kriteria yang ditetapkan dalam Peraturan Bank Indonesia.

- c. Kualifikasi Pendidikan dan Pengalaman Kerja Anggota Komite Audit
- Secara umum, kualifikasi pendidikan dan pengalaman kerja anggota Komite Audit adalah sebagai berikut:

- b. The structure and membership of the Audit Committee
- Referring to the letter BOC No.12.02/S-KOM/Mutiara/V/2015 dated May 12, 2015 and was appointed by the Board of Directors through the Decree of the Board No.12.05/S.Kep-Dir-HCD/Mutiara/V/2015 dated May 12 in 2015, the structure and member of the Audit Committee are as follows:

1. Sigid Moerkardjono (Vice President Commissioner/ Independent): Chairman/Member
2. Sudarmadji Herry Sutrisno (Independent Party): Secretary/Member
3. Haryanto (Independent Party): Member

Referring to the BOC Letter No.01.02/S-KOM/JTRUST/VI/2015 dated June 1, 2015 and was appointed by the Board of Directors by the Board of Directors Decree No. 30.17/S.Kep-Dir-HCD/JTrust/VI/2015 dated June 30, 2015, the structure and members of the Audit Committee are as follows:

1. Sigid Moerkardjono (Vice President Commissioner/ Independent): Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Sudarmadji Herry Sutrisno (Independent Party): Secretary/Member
4. Haryanto (Independent Party): Member

Referring to the BOC Letter No.17.01/S-KOM/JTRUST/XII/2015 dated December 17, 2015 and was appointed by the Board of Directors with the Decree of the Board No.18.08/S.Kep-Dir-HCD/JTrust/XII/2015 dated 18 December 2015, the structure and members of the Audit Committee has been amended as follows:

1. Benny Luhur (Independent Commissioner): Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Sudarmadji Herry Sutrisno (Independent Party): Secretary/Member
4. Haryanto (Independent Party): Member

The Audit Committee is chaired by an Independent Commissioner with members consisting of one Commissioner who passed the fit and proper test by the FSA, one independent Party who is an expert in the field of accounting and finance, one Independent Party with expertise in business law and banking. The appointment of Chairman and Members of the Audit Committee have met the criterias according to Bank Indonesia Regulation.

- c. Educational Qualifications and Work Experience of Audit Committee Members
- In general, educational qualifications and work experience of the Audit Committee members are as follows:

- Komisaris Independen dan Pihak Independen yang menjadi anggota Komite Audit paling kurang 51% (lima puluh perseratus) dari jumlah anggota Komite Audit. Pelaksanaan pengangkatan keanggotaan Komite Audit PT Bank JTrust Indonesia Tbk pada tanggal 1 Januari 2015 s/d. 25 Mei 2015 terdiri dari 100% Komisaris Independen dan Pihak Independen, tanggal 26 Mei 2015 s/d. 28 Desember 2015 terdiri dari 75% Komisaris Independen dan Pihak Independen, dan tanggal 29 Desember 2015 s/d. 31 Desember 2015 terdiri dari 75% Komisaris Independen dan Pihak Independen.
- Anggota Komite Audit wajib memiliki integritas yang tinggi, akhlak, moral yang baik, kemampuan pengetahuan dan pengalaman perbankan yang memadai, serta mampu berkomunikasi dengan baik.
- Memiliki pengetahuan yang cukup untuk membaca dan memahami laporan keuangan bank.
- Memiliki pengetahuan yang memadai tentang peraturan perundang-undangan yang terkait dengan kegiatan usaha bank.
- Memiliki sikap mental dan etika serta tanggung jawab profesi yang tinggi.
- Menjaga informasi perusahaan yang bersifat rahasia.

- Independent Commissioners and Independent Party members of the Audit Committee made up at least 51% (fifty percent) of members of the Audit Committee. Implementation of the appointment of the Audit Committee of PT Bank JTrust Indonesia Tbk on January 1, 2015 s/d. May 25, 2015 was 100% consist of Independent Commissioners and Independent Parties, dated May 26, 2015 to December 28, 2015 consisted of 75% Independent Commissioners and Independent Parties, and dated December 29, 2015 to December 31, 2015 consisted of 75% Independent Commissioners and Independent Parties.
- Members of the Audit Committee have high integrity, good character, good morals, sufficient ability of banking knowledge and experience and able to communicate well.
- Have adequate knowledge to read and understand financial statements of banks.
- Have adequate knowledge of the legislation relating to the bank business.
- Have good mental attitude, ethics and professional responsibility.
- Maintain confidentiality of company information.

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Secara lebih khusus, kualifikasi pendidikan dan pengalaman kerja anggota Komite Audit PT Bank JTrust Indonesia Tbk dapat diuraikan berikut ini:

- Sigid Moerkardjono, sebagai Ketua Komite Audit (menjabat s/d. 28 Desember 2015)

Sarjana Ekonomi jurusan Akuntansi Universitas Gadjah Mada, Yogyakarta. Memulai karir perbankan sejak tahun 1976 sampai dengan tahun 1999 di Bank dengan berbagai penugasan yaitu Credit Analyst, Branch Manager, Regional Manager (1976-1999).

Pada level atas (strategis) banyak menjalani karir di bidang *compliance*, *audit committee*, dan *risk monitoring committee*, yaitu sebagai Direktur Kepatuhan PT Bank Niaga Tbk. (1999-2000), Komisaris dan juga sebagai Ketua Komite Audit/anggota Komite Pemantau Risiko/anggota Komite Remunerasi dan Nominasi PT Bank Niaga Tbk. (2000-2007), Wakil Komisaris Utama dan juga sebagai Ketua Komite Pemantau Risiko/anggota Komite Audit/anggota Komite Remunerasi dan Nominasi PT Bank Niaga Tbk., Anggota Komite Audit dan anggota Komite Pemantau Risiko PT Bank BTPN (2007-2011).

- Benny Luhur, sebagai Ketua Komite Audit (menjabat sejak 29 Desember 2015)
Sarjana Chemical Engineering Universitas of California, Berkeley, USA. Memulai karir sebagai

Specifically, educational qualifications and work experience of members of the Audit Committee of PT Bank JTrust Indonesia Tbk is outlined as follows:

- Sigid Moerkardjono, as Chairman of Audit Committee (served until December 28, 2015)

Bachelor of Economics majoring in Accounting Gajah Mada University, Yogyakarta. Started his banking career in 1976 until 1999 at the Bank with various assignments such as Credit Analyst, Branch Manager, Regional Manager (1976-1999).

At strategic level he is experienced in the area of compliance, audit committee, and risk monitoring committee, namely as Compliance Director of PT Bank Niaga Tbk. (1999-2000), Commissioner and as Chairman of the Audit/Risk Monitoring Committee/member of the Remuneration and Nomination Committee of PT Bank Niaga Tbk. (2000-2007), Deputy Commissioner and as Chairman of the Risk Monitoring Committee/Audit Committee member/member of the Remuneration and Nomination Committee of PT Bank Niaga Tbk., Member of the Audit Committee and Risk Monitoring Committee of PT Bank BTPN (2007-2011).

- Benny Luhur, as Chairman of Audit Committee (served since December 29, 2015)
Bachelor of Chemical Engineering University of California, Berkeley, USA. Started his career as Vice

Vice Manager di PT Hari Terang Industrial Co. Ltd sebagai produsen batu baterai merk ABC dan mendistribusikannya ke daerah-daerah di Indonesia. Pada tahun 1989 – 1995 menjabat sebagai Direktur di PT ADEI Plantation & Industry dimana beliau merintis dan membangun kebun karet dan kelapa sawit di Riau dengan sistem land clearing tanpa bakar. Kemudian beliau melanjutkan karirnya sebagai Direktur Utama di PT Adindo Foresta Indonesia pada tahun 1990 – 1999 untuk memelihara kerjasama dengan BUMN PT Inhutani 1 untuk membangun Hutan Tanaman Industri di Kalimantan Timur bagian utara. Dan juga menjabat sebagai Direktur Utama di PT Adindo Hutani Lestari pada tahun 1995 – 2005. Bapak Benny Luhur juga menjabat sebagai Direktur di PT ADEI Crumb Rubber Industry pada tahun 1995 – 2013.

Pada tahun 1999 – 2005, beliau menjabat sebagai Komisaris Utama di PT Adindo Foresta Indonesia Tbk dimana beliau bertugas untuk mensupervisi dan memberikan nasehat kepada Direksi. Begitu pula di PT ADEI Crumb Rubber Industry, beliau juga menjabat sebagai Komisaris Utama dari tahun 2013 s/d sekarang.

Saat ini beliau juga menjabat sebagai Komisaris Independen di PT Bank JTrust Indonesia Tbk sejak tanggal 23 Juni 2015. Beliau Lulus *Fit and Proper Test* pada tanggal 24 Agustus 2015 dan merangkap jabatan sebagai Ketua Komite Audit dan Ketua Komite Pemantau Risiko serta anggota Komite Nominasi dan Remunerasi mulai bulan Desember 2015 sampai saat ini.

- Nobiru Adachi, sebagai Anggota Komite Audit Warga Negara Jepang 57 tahun. Menyelesaikan pendidikan di beberapa universitas, yaitu Universitas Tokyo, Fakultas Hukum, tahun 1980; Case Western University, Fakultas Ekonomi, tahun 1983. Pada April 1980, bergabung dengan Departemen Keuangan Jepang dan menjabat berbagai jabatan strategis, yaitu Direktur Kantor Pelayanan Pajak Onomichi pada Juli 1986, Direktur Wakil Menteri Keuangan untuk Urusan Internasional, bagian Sekretariat Menteri pada Juni 1997, Penasehat Hukum di Biro Anggaran, Direktur pada Divisi Riset Biro Internasional pada Juni 2002, Direktur Institut Riset Kebijakan Departemen Keuangan pada Juni 2004, Direktur Jenderal Bea Cukai di Hakodate pada Juni 2005. Pada April 2006, ditunjuk sebagai Officer di Jasdac Securities Exchange, Inc, lalu dipromosikan menjadi Executive Officer pada Juni 2006 dan pada Oktober 2008, menjadi Country Head untuk Jepang di ETF Securities Ltd.

Manager at PT Day Light Industrial Co. Ltd. producer of the ABC brand batteries and distributor to all areas in Indonesia. In 1989 - 1995 served as Director of PT Adei Plantation & Industry where he pioneered and established rubber plantations and palm oil in Riau with land clearing systems without burning. He continued his career as Director of PT Adindo Foresta Indonesia in 1990 - 1999 where he maintained cooperation with the state-owned PT INHUTANI 1 to build the Industrial Plantation Forest in the northern part of East Kalimantan. Served as the Director of PT Adindo Hutani Lestari in 1995 - 2005. Mr. Benny Luhur also served as Director of PT Adei Crumb Rubber Industry in 1995-2013.

In 1999 - 2005, he served as President Commissioner of PT Adindo Foresta Indonesia Tbk with the task to supervise and provide advice to the Board of Directors. Similarly in PT Adei Crumb Rubber Industry, where he also served as the Commissioner from 2013 s/d now.

Currently he serves as an Independent Commissioner of PT Bank JTrust Indonesia Tbk since June 23, 2015. He passed the Fit and Proper Test on August 24, 2015 and concurrently served as Chairman of the Audit Committee, Chairman of the Risk Monitoring Committee and member of the Nomination and Remuneration Committee since December 2015 until today.

- Nobiru Adachi, as a Member of the Audit Committee Japanese citizen 57 years. Graduated from the University of Tokyo, Faculty of Law, 1980; Case Western University, Faculty of Economics, 1983. In April 1980, joined the Japanese Ministry of Finance where he held various strategic positions, such as Director of the Tax Office Onomichi in July 1986, Director of the Deputy Minister of Finance for International Affairs, part of the Secretariat of the Minister in June 1997, Legal Advisor in the Bureau of Budget, Director of the Research Division of the International Bureau in June 2002, Director of the Policy Research Institute of the Ministry of Finance in June 2004, Director General of Customs in Hakodate in June 2005. In April 2006, was appointed as an Officer in the Jasdac Securities Exchange, Inc., then promoted to Executive Officer in June 2006 and in October 2008, became Country Head for Japan in ETF Securities Ltd.

Kemudian, menjabat Chairman dan CEO di M & A Solution Japan Co, Ltd pada Oktober 2011. Pada April 2013 masuk sebagai Advisor bagi J Trust. Lalu menjabat sebagai Managing Director J Trust pada Juni 2013. Posisi selanjutnya adalah menjadi Direktur Perwakilan dan Senior Managing Director yang bertanggung jawab atas Corporate Management Dept. di J Trust dan terakhir pada November 2014 ditunjuk sebagai Komisaris PT Bank MutiaraTbk, yang kemudian ditunjuk sebagai Komisaris Utama PT Bank Mutiara Tbk pada tanggal 30 Desember 2014 yang berubah nama menjadi PT Bank JTrust Indonesia Tbk sejak 29 Mei 2015. Lulus *Fit and Proper Test* pada tanggal 14 April 2015 dan merangkap jabatan sebagai Komite Audit, Komite Pemantau Risiko dan Komite Nominasi dan Remunerasi mulai bulan Mei 2015 sampai saat ini.

Served as Chairman and CEO of M & A Solutions Japan Co., Ltd. in October 2011. In April 2013 appointed as Advisor to J Trust. Then served as the Managing Director J Trust in June 2013. Later he became Representative Director and Senior Managing Director in charge of Corporate Management Dept. of J Trust and in November 2014 was appointed as a Commissioner of PT Bank Mutiara Tbk, who was later appointed as President Commissioner of PT Bank Mutiara Tbk on December 30, 2014, which changed its name to PT Bank JTrust Indonesia Tbk in May 29, 2015. Passed Fit and Proper Test on April 14, 2015 serves as the Audit Committee, Risk Monitoring Committee and Nomination and Remuneration Committee since May 2015 until today.

- Haryanto, sebagai Anggota Komite Audit Sarjana Ekonomi jurusan Akuntansi Universitas Gadjah Mada tahun 1981. Karir perbankan dimulai tahun 1974 di Bank Niaga sampai dengan tahun 1977 dan tahun 1980 di Bank Pembangunan Indonesia sampai dengan tahun 1999, kemudian di Bank Mandiri sampai dengan tahun 2000, selanjutnya di Bank BTN sejak tahun 2005 sampai dengan tahun 2013. Yang bersangkutan telah mengikuti berbagai pelatihan profesi dalam bidang perbankan di tingkat lokal dan internasional, yang diselenggarakan oleh Bank Indonesia, Bapindo, Alpia, PDCP Manilla Phillipina.
- Sudarmadji Herry Sutrisno, sebagai Sekretaris merangkap Anggota Komite Audit Sarjana Ekonomi jurusan Akuntansi Universitas Gadjah Mada tahun 1978 dan Magister Manajemen di Institut Teknologi Bandung tahun 1996. Memulai karir sebagai Staf Asisten Direktur Keuangan PT Nurtanio (sekarang PT Dirgantara Indonesia) di Bandung tahun 1979 sampai dengan tahun 1981. Berkarir pada profesi Akuntan Publik di Kantor Akuntan Publik berafiliasi Internasional maupun lokal dengan obyek audit beberapa Bank Pembangunan Daerah dan Lembaga Keuangan sejak tahun 1990. Sampai sekarang aktif mengajar sebagai dosen Fakultas Ekonomi di Universitas Trisakti untuk mata kuliah auditing dan sistem informasi akuntansi.

- Haryanto, as a Member of the Audit Committee Bachelor of Economics majoring in Accounting University of Gadjah Mada in 1981. Banking career began in 1974 with Bank Niaga until 1977 and 1980 joined Bank Pembangunan Indonesia until 1999, then with Bank Mandiri until 2000, followed by Bank BTN from 2005 to 2013. He has attended various professional training in banking at local and international level, organized by Bank Indonesia, Bapindo, Alpia, PDCP Manilla the Philippines.
- Sudarmadji Herry Sutrisno, as Secretary and member of the Audit Committee Bachelor of Economics majoring in Accounting at Gadjah Mada University in 1978 and Master of Management in Bandung Institute of Technology in 1996. He started his career as a Staff Assistant to the Finance Director of PT IPTN (now PT Dirgantara Indonesia) in Bandung from 1979 to 1981. Careers in Public Accounting profession in the Office Public Accountants International and local affiliated where he audited Regional Development Banks and Financial Institutions since 1990. Until now is active as lecturer of the Faculty of Economics at Trisakti University on auditing and accounting information systems.

- d. Independensi Anggota Komite Audit
- Diantara anggota Komite Audit tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan Bank, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

- d. Independence of the Audit Committee Member
- Among members of the Audit Committee have no relationship in finance, management, share ownership, and/or related to members of the Board of Commissioners, Board of Directors and/or Controlling Shareholders or relationship with the Bank, which could affect its ability to act independently.

e. Tugas dan Tanggung Jawab Komite Audit

Komite Audit bertugas untuk memberikan pendapat profesional yang independen kepada Dewan Komisaris terhadap laporan-laporan atau hal-hal yang disampaikan oleh Direksi kepada Dewan Komisaris serta mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris antara lain meliputi:

- 1) Membuat rincian kegiatan tahunan yang disetujui oleh Dewan Komisaris.
- 2) Melakukan pengawasan atas proses penyusunan laporan keuangan dengan menekankan agar standar dan kebijakan akuntansi yang berlaku terpenuhi.
- 3) Menelaah dan memberi consent atas laporan keuangan yang akan dikeluarkan oleh Perseroan terutama yang dipublikasikan baik secara lengkap maupun high lights seperti laporan keuangan, proyeksi dan informasi keuangan lainnya, apakah sudah sesuai dengan Pedoman Standar Akuntansi Keuangan dan ketentuan lainnya yang berlaku serta apakah sudah konsisten dengan informasi lain yang diketahui oleh Anggota Komite Audit.
- 4) Melakukan pemantauan dan evaluasi atas perencanaan dan pelaksanaan audit serta pemantauan atas tindak lanjut hasil audit dalam rangka menilai kecukupan pengendalian intern termasuk kecukupan proses pelaporan keuangan.
- 5) Melakukan pemantauan dan evaluasi terhadap:
 - Pelaksanaan tugas Satuan Kerja Audit Intern dan mengkaji kecukupan Piagam Audit Intern.
 - Kesesuaian pelaksanaan audit oleh Kantor Akuntan Publik dengan standar audit yang berlaku.
 - Pelaksanaan tindak lanjut oleh Direksi atas hasil temuan Satuan Kerja Audit Intern, Akuntan Publik, dan hasil pengawasan Bank Indonesia.
- 6) Memberikan rekomendasi mengenai penunjukan Akuntan Publik dan Kantor Akuntan Publik kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.
- 7) Melakukan penelaahan atas ketaatan dan kepatuhan bank terhadap peraturan dan perundang-undangan di bidang pasar modal dan peraturan perundang-undangan lainnya yang berhubungan dengan kegiatan bank.
- 8) Memberikan masukan terhadap usulan pengangkatan dan pemberhentian Kepala Satuan Kerja Audit Intern (SKAI).
- 9) Memastikan bahwa semua risiko dan kontrol diperhatikan dalam laporan Audit Internal dan Auditor Eksternal, sehingga manajemen senantiasa menjalankan praktik perbankan yang sehat sesuai dengan prinsip kehati-hatian.
- 10) Mengawasi proses *Corporate Governance* dengan memastikan bahwa semua jajaran manajemen telah membudayakan *Corporate Governance*.
- 11) Komite Audit wajib memiliki Pedoman Kerja (*Audit Committee Charter*) yang ditelaah dan diperbaharui bilamana perlu.

e. Duties and Responsibilities of Audit Committee

The Audit Committee is responsible for providing independent and professional opinion to the Board of Commissioners regarding reports or matters submitted by the Board of Directors to the Board of Commissioners as well as identifying issues that require the attention of the Board of Commissioners include:

- 1) Details of the annual activity approved by the Board of Commissioners.
- 2) Conduct oversight of the financial reporting process by insisting that standards and policies applicable accounting are met.
- 3) Review and provide consent to the financial statements to be issued by the Company mainly published either in full or highlights such as financial reports, projections and other financial information, whether it is in accordance with the Guidelines of Financial Accounting Standards and other provisions in force, and whether it is consistent with other information known to the Audit Committee members.
- 4) Monitor and evaluate the planning and implementation as well as monitoring of audit follow-up results in order to assess the adequacy of internal controls, including the adequacy of the financial reporting process.
- 5) Monitor and evaluate the following:
 - Implementation of the Internal Audit Unit and assess the adequacy of the Internal Audit Charter.
 - Compliance audit by Public Accountant with applicable auditing standards.
 - Implementation of the follow-up by the Board of Directors on the findings of the Internal Audit Unit, Public Accountant and Bank Indonesia supervision result.
- 6) Provide recommendations regarding appointment of Public Accountant and Public Accountant Office to the Board of Commissioners to be submitted to the General Meeting of Shareholders.
- 7) Review the bank's adherence and compliance with regulations and legislation of capital markets and other legislation relating to the activities of banks.
- 8) Provide input on the proposed appointment and dismissal of the Head of Internal Audit Unit (SKAI).
- 9) Ensure that all risks and controls noted in the report of the Internal Audit and the External Auditors, so that management always run a healthy banking practices in accordance with the principle of prudence.
- 10) Monitor the process of corporate governance by ensuring that all levels of management have civilized Corporate Governance.
- 11) The Audit Committee shall have the Employment Guidelines (*Audit Committee Charter*) which has been reviewed and updated

f. Rapat Komite Audit

- 1) Rapat Komite diselenggarakan sesuai dengan kebutuhan:
 - a. Rapat/pertemuan Komite Audit dengan melibatkan Satuan Kerja Audit Intern sekurang-kurangnya dilakukan 1 (satu) kali dalam 3 (tiga) bulan.
 - b. Rapat/pertemuan Komite Audit dengan Dewan Komisaris dilakukan sesuai dengan kebutuhan.
- 2) Rapat Komite Audit sekurang-kurangnya dihadiri oleh 51% dari jumlah anggota komite dan dapat dihadiri oleh Dewan Komisaris yang bukan Anggota Komite Audit.
- 3) Rapat Komite Audit dipimpin oleh Ketua Komite Audit, dan apabila Ketua Komite Audit berhalangan rapat dipimpin oleh anggota Komite lainnya yang ditunjuk dan disetujui dalam rapat komite.
- 4) Keputusan Rapat Komite dilakukan berdasarkan musyawarah untuk mencapai mufakat.
- 5) Dalam hal tidak terjadi musyawarah mufakat, pengambilan keputusan dilakukan berdasarkan pemungutan suara berdasarkan suara setuju 2/3 (dua per tiga) anggota Komite yang hadir dalam rapat.
- 6) Hasil rapat Komite wajib dituangkan dalam risalah rapat dan didokumentasikan secara baik.
- 7) Perbedaan pendapat (*dissenting opinions*) yang terjadi dalam rapat Komite wajib dicantumkan secara jelas dalam risalah rapat beserta alasan perbedaan pendapat tersebut.

Selama tahun 2015, Komite Audit telah menyelenggarakan 13 (tiga belas) kali rapat, yang terdiri dari rapat Komite Audit dengan SKAI, KAP, dan Unit Kerja lainnya.

Frekuensi tingkat kehadiran rapat setiap anggota Komite Audit sebagai berikut:

f. Audit Committee Meeting

- 1) Committee meetings held in accordance with the requirements:
 - a. Conference/meeting Audit Committee with the involvement of the Internal Audit t at least 1 (one) times in three (3) months.
 - b. Conference/meeting Audit Committee with the Board of Commissioners conducted as needed.
- 2) Audit Committee Meeting was attended by at least 51% of the members of the committee and may be attended by the Board of Commissioners who are not Members of the Audit Committee.
- 3) Audit Committee Meeting chaired by the Chairman of the Audit Committee, and if Audit Committee Chairman is absent then the meeting chaired by the other Committee members are appointed and approved in the committee meeting.
- 4) The decision of the Committee meeting was conducted on the basis of deliberation to reach consensus.
- 5) If there is no consensus then the decision is based on voting by the approval of 2/3 (two thirds) of members of the Committee present at the meeting.
- 6) The results of the Committee meeting shall be stated in the minutes of the meeting and documented properly.
- 7) Dissenting opinions that occurs in the meeting of the Committee shall be clearly stated in the minutes of the meeting and the reasons for such dissent.

During 2015, the Audit Committee has held 13 (thirteen) meetings, which consists of the Audit Committee meeting with SKAI, KAP, and other Work Unit.

The frequency of meeting attendance rate of each member of the Audit Committee as follows:

Komite Audit Audit Committee	Rapat Dengan Meeting With	1	2	3	4	5	6	7	8	9	10	11	12	13	Total Hadir Σ
		Tgl. 13/1/15	Tgl. 12/2/15	Tgl. 24/2/15	Tgl. 11/3/15	Tgl. 14/4/15	Tgl. 12/5/15	Tgl. 17/6/15	Tgl. 5/8/15	Tgl. 25/8/15	Tgl. 28/9/15	Tgl. 15/10/15	Tgl. 17/11/15	Tgl. 15/12/15	
Sigid Moerkardjono	SKAI	√	√	√	√	√	√	√	√	√	√	√	√	√	13
	KAP														
	UKL														
Benny Luhur *)	SKAI	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	KAP														
	UKL														
Nobiru Adachi **)	SKAI	-	-	-	-	-	-	√	√	√	√	√	√	√	7
	KAP														
	UKL														
Haryanto	SKAI	√	√	√	√	√	√	√	√	√	√	√	√	√	13
	KAP														
	UKL														
Sudarmadji Herry Sutrisno	SKAI	√	√	√	√	√	√	√	√	x	√	√	√	√	12
	KAP														
	UKL														

Keterangan | Notes:

√: Hadir | Present
x: Absen | Absent

-: Belum menjabat sebagai Ketua/Anggota Komite | Not yet assume the position of Chairman/Member of the Committee

*) baru efektif tanggal 29 Desember 2015 sebagai Ketua Komite | Effective on December 29, 2015 serves as Chairman of the Committee

***) baru efektif tanggal 26 Mei 2015 sebagai Anggota Komite | Effective on May 26, 2015 serves as Member of the Committee

SKAI: Satuan Kerja Audit Intern | Internal Audit Unit
KAP : Kantor Akuntan Publik | Public Accounting Firm
UKL : Unit Kerja Lainnya | Other Work Unit

Nama Name	Periode Jabatan Serving Period	Jumlah Rapat Number of Meeting	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
Sigid Moerkardjono (Ketua/Wakil Komisaris Utama - Independen) Chairman/Vice President Commissioner - Independent	01 Januari s/d 28 Desember 2015	13	13	100%
Benny Luhur (Ketua/Komisaris Independen) Chairman/Independent Commissioner	29 Desember s/d 31 Desember 2015	-	-	-
Nobiru Adachi (Anggota/Komisaris Utama) Member/President Commissioner	26 Mei s/d 31 Desember 2015	7	7	100%
Haryanto (Anggota/Pihak Independen) Member/Independent Party	01 Januari s/d 31 Desember 2015	13	13	100%
Sudarmadji Herry Sutrisno (Anggota/Pihak Independen) Member/Independent Party	01 Januari s/d 31 Desember 2015	13	12	92%

g. Program Kerja dan Realisasi Komite Audit

g. Work Program and Realization of the Audit Committee

Program Kerja Komite Audit:

Program Audit Committee:

No.	Program Kerja	Work Program
1	Rapat dengan SKAI untuk me-review Laporan Hasil Audit (LHA), memantau maupun mengevaluasi perencanaan dan pelaksanaan audit serta tindak lanjut hasil audit	Meeting with SKAI to review the result of Audit Report, monitoring and evaluating audit plan and implementation as well as the follow up.
2	Me-review rencana audit KAP tahun buku 2015	To review the audit plan from KAP for the fiscal year 2015
3	Me-review draft final audit report KAP tahun buku 2014	To review the final draft of audit report from KAP for the fiscal year 2014
4	Me-review rencana audit SKAI tahun 2016	To review the audit plan of SKAI in 2016
5	Berpartisipasi dalam rapat Direksi dan Komisaris	To participate in BOD and BOC meeting
6	Me-review laporan tahunan	To review the annual report
7	Memberikan rekomendasi pemilihan/mempertahankan dan memberhentikan auditor eksternal/KAP kepada Dewan Komisaris	To provide recommendation regarding the appointment/maintaining of and dismissal of external auditor/KAP to BOC
8	Menyusun rencana kerja (Work Plan) Komite Audit tahun 2016	To prepare the 2016 Audit Committee Work Plan
9	Me-review laporan keuangan publikasi <i>unaudited</i>	To review unaudited published financial statement
10	Me-review kualitas aktiva produktif dan kecukupan PPAP/CKPN termasuk AYDA	To review the quality of productive assets and adequacy of PPAP/CKPN including AYDA
11	Memantau tindak lanjut hasil pemeriksaan OJK dan <i>management letter</i> dari KAP	To monitor the follow up of results from FSA audit and management letter from KAP

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Realisasi program kerja/Pelaksanaan Tugas Komite Audit 2015

Program Kerja Komite Audit tahun 2015 telah direalisasikan/dilaksanakan dengan penjelasan sebagai berikut:

- Pada tahun 2015 telah dilaksanakan pertemuan/rapat dengan SKAI sebanyak 13 kali, dimana dalam rapat tersebut membahas Laporan Hasil Audit bulanan, pinjaman kolektibilitas 2 di atas Rp5 miliar yang berpotensi menjadi NPL, dan lain-lain.
- Program Kerja mengenai pemantauan dan evaluasi perencanaan, pelaksanaan audit serta tindak lanjut audit, dibahas dalam rapat-rapat komite ini yang menghasilkan kesimpulan dan rekomendasi antara lain hal-hal sebagai berikut:
 - Perlu adanya evaluasi terhadap profil SKAI sehingga dapat mengawal perkembangan bisnis bank setelah perubahan kepemilikan dan perubahan fokus bisnis.
 - Perlu diusulkan kepada Direksi agar Tim Adhoc yang membantu Divisi dan cabang untuk melakukan pembenahan SOP serta pelatihan agar kompetensi staf bisa meningkat.

Realization of the work program/Duties of the Audit Committee in 2015

2015 Audit Committee Program implemented are explained as follows:

- In 2015, 13 meetings with SKAI were held, the meeting discussed the monthly Audit Report Monthly, loan collectibility 2 above Rp5 billion, potential NPL, and others.
- Work Program on monitoring and evaluation planning, audit implementation, follow-up audit findings were discussed in the Committee meetings and made recommendation on the following matters:
 - Evaluation of SKAI profile to ensure of their ability to oversee the Bank's business development after the change of ownership and change of business focus.
 - Propose to the Board of Directors to enable Adhoc team to assist Divisions and branch to make corrections on the SOP and training in order to improve staff competence.

- Perlu dipikirkan pinalti bagi Divisi atau cabang yang berturut-turut masih mendekati predikat *fair*.
- Disarankan kepada BOD agar melakukan evaluasi kondisi terkini bagi debitur di atas jumlah tertentu yang mulai menunggak kewajibannya agar tidak ada debitur yang mendadak menjadi NPL di tiap bulan.
- Dan lain-lain.

3.2. Komite Pemantau Risiko

Komite Pemantau Risiko merupakan komite yang dibentuk untuk membantu Dewan Komisaris melaksanakan pengawasan aktif dalam penerapan manajemen risiko sesuai dengan Peraturan Bank Indonesia.

- a. Piagam/Pedoman dan Tata Tertib Kerja Komite Pemantau Risiko (*Risk Monitoring Committee Charter*)
Komite Pemantau Risiko memiliki Piagam/Pedoman dan Tata Tertib Kerja Komite Pemantau Risiko (*Risk Monitoring Committee Charter*) yang mengatur hal-hal terkait dengan pelaksanaan tugas dan tanggung jawab, struktur organisasi, syarat keanggotaan, kewenangan, pelaksanaan rapat, masa tugas dan honorarium. Piagam/Pedoman dan Tata Tertib Kerja Komite Pemantau Risiko (*Risk Monitoring Committee Charter*) secara periodik perlu dinilai dan dievaluasi kecukupannya oleh Dewan Komisaris agar fungsi Komite Pemantau Risiko dapat dilaksanakan pada tingkat yang optimal.
- b. Struktur dan Keanggotaan Komite Pemantau Risiko
Berdasarkan Surat Dewan Komisaris No.12.02/S-KOM/Mutiara/V/2015 tanggal 12 Mei 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.12.06/S.Kep-Dir-HCD/Mutiara/V/2015 tanggal 12 Mei 2015, struktur dan keanggotaan Komite Pemantau Risiko sebagai berikut:
 1. Sigid Moerkardjono (Wakil Komisaris Utama/ Independen): Ketua/Anggota
 2. Haryanto (Pihak Independen): Sekretaris/Anggota
 3. Sudarmadji Herry Sutrisno (Pihak Independen): Anggota

Berdasarkan Surat Dewan Komisaris No.01.02/S-KOM/JTRUST/VI/2015 tanggal 01 Juni 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.30.15/S.Kep-Dir-HCD/JTrust/VI/2015 tanggal 30 Juni 2015, maka struktur dan keanggotaan Komite Pemantau Risiko sebagai berikut:

1. Sigid Moerkardjono (Wakil Komisaris Utama/ Independen): Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Haryanto (Pihak Independen): Sekretaris/Anggota
4. Sudarmadji Herry Sutrisno (Pihak Independen): Anggota

- Consider a penalty for division or branch rated as subsequent near fair in their audit results.
- Suggest to the BOD to evaluate the current conditions for the debtor over a certain amount who start being delinquent on their obligations so to better project NPL each month.
- And others.

3.2. Risk Monitoring Committee

Risk Monitoring Committee is formed to assist the Board in carrying out active surveillance of risk management in accordance with the Regulation of Bank Indonesia.

- a. Charter/Code of conduct of Risk Monitoring Committee
Risk Monitoring Committee has a Charter/Code and rules of Conduct which regulates matters related to the implementation of the tasks and responsibilities, organizational structure, membership requirements, the authority, the implementation of the meeting, the tenure and honorarium. Charter/Code and Rules of Conduct Risk Monitoring Committee periodically need to be assessed and evaluated for adequacy by the Board of Commissioners and that the Risk Monitoring Committee functions can be carried out at an optimal level.
- b. Structure and Risk Monitoring Committee Membership
By virtue of BOC No.12.02/S-KOM/Mutirara/V/2015 dated May 12, 2015 and was appointed by the Board of Directors with the Decree of the Board No.12.06/S.Kep-Dir-HCD/Mutiaral/V/2015 dated May 12, 2015, structure and membership of the Risk Monitoring Committee as follows:
 1. Sigid Moerkardjono (Vice President Commissioner/ Independent): Chairman/Member
 2. Haryanto (Independent Party): Secretary/Member
 3. Sudarmadji Herry Sutrisno (Independent Party): Member

By virtue of BOC No.01.02/S-KOM/JTRUST/VI/2015 dated June 1, 2015 and was appointed by the Board of Directors with the Decree of the Board No.30.15/S.Kep-Dir-HCD/JTrust/VI/2015 dated June 30, 2015, structure and membership of the Risk Monitoring Committee is as follows:

1. Sigid Moerkardjono (Vice President Commissioner/ Independent): Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Haryanto (Independent Party): Secretary/Member
4. Sudarmadji Herry Sutrisno (Independent Party): Member

Kemudian berdasarkan Surat Dewan Komisaris No.17.01/S-KOM/JTRUST/XII/2015 tanggal 17 Desember 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.18.07/S.Kep-Dir-HCD/JTrust/XII/2015 tanggal 18 Desember 2015, maka struktur dan keanggotaan Komite Pemantau Risiko diubah menjadi sebagai berikut:

1. Benny Luhur (Komisaris Independen): Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Haryanto (Pihak Independen) : Sekretaris/Anggota
4. Sudarmadji Herry Sutrisno (Pihak Independen): Anggota

Komite Pemantau Risiko diketuai oleh seorang Komisaris Independen dan anggotanya adalah 1 (satu) orang Komisaris Utama yang telah efektif dinyatakan lulus uji kelayakan dan kepatutan oleh OJK, dan 2 (dua) orang Pihak Independen yang ahli dalam bidang keuangan dan Manajemen Risiko. Pengangkatan nama-nama Ketua dan Anggota Komite Pemantau Risiko sebagaimana dimaksud di atas telah memenuhi kriteria yang ditetapkan dalam Peraturan Bank Indonesia.

c. Kualifikasi Pendidikan dan Pengalaman Kerja Anggota Komite Pemantau Risiko

Secara umum, kualifikasi pendidikan dan pengalaman kerja anggota Komite Pemantau Risiko adalah sebagai berikut:

- Komisaris Independen dan Pihak Independen yang menjadi anggota Komite Pemantau Risiko paling kurang 51% (lima puluh perseratus) dari jumlah anggota Komite Pemantau Risiko. Pelaksanaan pengangkatan keanggotaan Komite Pemantau Risiko PT Bank JTrust Indonesia Tbk pada tanggal 1 Januari 2015 s/d. 25 Mei 2015 terdiri dari 100% Komisaris Independen dan Pihak Independen, tanggal 26 Mei 2015 s/d. 28 Desember 2015 terdiri dari 75% Komisaris Independen dan Pihak Independen, dan 29 Desember 2015 s/d. 31 Desember 2015 terdiri dari 75% Komisaris Independen dan Pihak Independen.
- Anggota Komite Pemantau Risiko wajib memiliki integritas yang tinggi, akhlak, moral yang baik, kemampuan pengetahuan dan pengalaman perbankan yang memadai, serta mampu berkomunikasi dengan baik.
- Memiliki pengetahuan yang cukup untuk membaca dan memahami laporan keuangan bank.
- Memiliki pengetahuan yang memadai tentang peraturan perundang-undangan yang terkait dengan kegiatan usaha bank.
- Memiliki sikap mental dan etika serta tanggung jawab profesi yang tinggi.
- Menjaga informasi perusahaan yang bersifat rahasia.

Based on the BOC No.17.01/S-KOM/JTRUST/XII/2015 dated December 17, 2015 and was appointed by the Board of Directors through Decree of the Board No.18.07/S.Kep-Dir-HCD/JTrust/XII/2015 dated December 18 in 2015, the structure and membership of the Risk Monitoring Committee shall be amended as follows:

1. Benny Luhur (Independent Commissioner): Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Haryanto (Independent Party): Secretary/Member
4. Sudarmadji Herry Sutrisno (Independent Party): Member

Risk Monitoring Committee is chaired by an Independent Commissioner and its members are one Commissioner who has passed the FSA fit and proper test, two independent party who is an expert in finance and risk management. Appointment of the Chairman and members of the Risk Monitoring Committee have met the criteria set out in the Regulation of Bank Indonesia.

c. Educational Qualifications and Work Experience of Risk Monitoring Committee members

In general, educational qualifications and work experience of the Risk Monitoring Committee members are as follows:

- Members composition of the Risk Monitoring Committee should be at least 51% (fifty one percent) independent Commissioners and Independent party. Implementation of the appointment of Risk Monitoring Committee members of PT Bank JTrust Indonesia Tbk on January 1, 2015 to May 25, 2015 consists of 100% Independent Commissioners and Independent Parties; dated May 26, 2015 to December 28, 2015 consists of 75% Independent Commissioner and Independent Parties, and December 29, 2015 to December 31, 2015 consists of 75% Independent Commissioner and Independent Party.
- Member of the Risk Monitoring Committee is required to have high integrity, good character, good morals, knowledgeable and experience, and able to communicate well.
- Have sufficient knowledge to understand financial statements of banks.
- Have adequate knowledge of the legislation relating to the bank business.
- Have a mental attitude, ethics and highly professional and responsible.
- Maintain confidential company information.

Sedangkan kualifikasi pendidikan dan pengalaman kerja anggota Komite Pemantau Risiko PT Bank JTrust Indonesia Tbk adalah sebagai berikut:

- Sigid Moerkardjono, sebagai Ketua Komite Pemantau Risiko (menjabat s/d. 28 Desember 2015)
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Benny Luhur, sebagai Ketua Komite Pemantau Risiko (menjabat sejak 29 Desember 2015)
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Nobiru Adachi, sebagai anggota Komite Pemantau Risiko
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Haryanto, sebagai Sekretaris merangkap Anggota Komite Pemantau Risiko
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Sudarmadji Herry Sutrisno, sebagai anggota Komite Pemantau Risiko
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.

Educational qualifications and work experience of members of the Risk Monitoring Committee of PT Bank JTrust Indonesia Tbk are as follows:

- Sigid Moerkardjono, as Chairman of the Risk Monitoring Committee (served up to December 28, 2015)
Educational qualifications and work experience same as previously described.
- Benny Luhur, as Chairman of the Risk Monitoring Committee (served since December 29, 2015)
Educational qualifications and work experience same as previously described.
- Nobiru Adachi, a member of the Risk Monitoring Committee
Educational qualifications and work experience same as previously described.
- Haryanto, as Secretary and member of the Risk Monitoring Committee
Educational qualifications and work experience same as previously described.
- Sudarmadji Herry Sutrisno, as a member of the Risk Monitoring Committee
Educational qualifications and work experience same as previously described.

250 d. Independensi Anggota Komite Pemantau Risiko
Diantara anggota Komite Pemantau Risiko tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris, Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan Bank, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

d. The independence of the Risk Monitoring Committee Member
Among members of the Risk Monitoring Committee has no relationship in terms of financial, management, share ownership, and/or related to members of the Board of Commissioners, Directors and/or Controlling Shareholders or relationship with the Bank, which could affect its ability to act independently.

e. Tugas dan Tanggung Jawab Komite Pemantau Risiko
Sebagai organ yang dibentuk untuk membantu Dewan Komisaris dalam melakukan Pengawasan Aktif penerapan manajemen risiko, Komite Pemantau Risiko memiliki tugas dan tanggung jawab sebagai berikut:

- 1) Mengevaluasi kebijakan manajemen risiko yang diajukan oleh Direksi untuk memperoleh persetujuan Dewan Komisaris.
- 2) Mengevaluasi pertanggungjawaban Direksi kepada Dewan Komisaris atas pelaksanaan kebijakan manajemen risiko.
- 3) Melakukan pemantauan dan evaluasi atas kesesuaian antara kebijakan manajemen risiko dengan pelaksanaan kebijakan tersebut.
- 4) Melakukan pemantauan dan evaluasi pelaksanaan tugas Komite Manajemen Risiko dan Satuan Kerja Manajemen Risiko, guna memberikan rekomendasi kepada Dewan Komisaris.
- 5) Melakukan penelaahan atas ketaatan Bank terhadap peraturan dan perundang-undangan di bidang manajemen risiko dan peraturan perundang-undangan lainnya yang berhubungan dengan kegiatan bank.

e. Duties and Responsibilities of the Risk Monitoring Committee
As an organ established to assist the Board of Commissioners in conducting active supervision of risk management, the Risk monitoring Committee duties and responsibilities are as follows:

- 1) Evaluate the risk management policy proposed by the Board of Directors for approval by the Board of Commissioners.
- 2) Evaluate the accountability to the Board of Commissioners on the implementation of risk management policies.
- 3) Monitor and evaluate the compatibility of risk management policies and the implementation of the policy.
- 4) Monitor and evaluate the implementation of the Risk Management Committee and Risk Management Unit, in order to provide recommendations to the Board of Commissioners.
- 5) Review the Bank's adherence to the rules and legislation in the field of risk management and other legislation relating to the activities of banks.

- 6) Memberikan masukan dan rekomendasi kepada Dewan Komisaris untuk memberikan nasihat kepada Direksi atas informasi dan/atau peristiwa-peristiwa yang diidentifikasi berpotensi atau mengandung risiko-risiko.
- 7) Melakukan penelaahan dan penelitian yang dianggap perlu terhadap pelaksanaan fungsi Direksi dalam menyelenggarakan pengelolaan risiko.
- 8) Mengevaluasi permohonan atau usulan yang diajukan Direksi kepada Dewan Komisaris yang berkaitan dengan transaksi atau kegiatan usaha yang melampaui kewenangan Direksi untuk memutuskan, sehingga memerlukan persetujuan Dewan Komisaris.
- 9) Memastikan perbaikan yang berkesinambungan atas kebijakan manajemen risiko dan pelaksanaan prosedur dan praktek manajemen risiko pada semua tingkatan dalam Bank guna memastikan telah dilakukannya pengelolaan Bank dan pengendalian risiko yang sehat.
- 10) Melaksanakan tugas-tugas lain untuk membantu Dewan Komisaris dalam melaksanakan wewenang dan tanggung jawabnya terkait dengan penerapan Manajemen Risiko.

f. Rapat Komite Pemantau Risiko

1. Rapat Komite diselenggarakan sesuai dengan kebutuhan:
 - a. Rapat/pertemuan Komite dengan melibatkan Satuan Kerja Manajemen Risiko sekurang-kurangnya dilakukan 1 (satu) kali dalam 3 (tiga) bulan.
 - b. Rapat/pertemuan Komite dengan Dewan Komisaris dilakukan sesuai dengan kebutuhan.
2. Rapat Komite Pemantau Risiko sekurang-kurangnya dihadiri oleh 51% dari jumlah anggota komite dan dapat dihadiri oleh Dewan Komisaris.
3. Rapat Komite Pemantau Risiko dipimpin oleh Ketua Komite Pemantau Risiko, dan apabila Ketua Komite Pemantau Risiko berhalangan, rapat dipimpin oleh anggota Komite lain yang ditunjuk dan disetujui dalam rapat Komite.
4. Keputusan Rapat Komite Pemantau Risiko dilakukan berdasarkan musyawarah untuk mencapai mufakat.
5. Dalam hal tidak terjadi musyawarah mufakat, pengambilan keputusan dilakukan berdasarkan pemungutan suara berdasarkan suara setuju 2/3 (dua per tiga) anggota Komite yang hadir dalam rapat.
6. Hasil rapat Komite wajib dituangkan dalam risalah rapat dan didokumentasikan secara baik.
7. Perbedaan pendapat (*dissenting opinions*) yang terjadi dalam rapat komite, wajib dicantumkan secara jelas dalam risalah rapat beserta alasan perbedaan pendapat tersebut.

- 6) Provide input and recommendations to the Board of Commissioners and provide advice to the Board of Directors for information and/or events which identified having potential or contain risks.
- 7) To review and research when necessary to the Board of Directors in carrying out their risk management function.
- 8) Evaluate request or proposal submitted by the Board of Directors related to the transaction or business activity that is beyond the authority of the Board of Directors to decide, so it requires the approval of the Board of Commissioners.
- 9) Ensure continuous improvement on the risk management policies and procedures and risk management practices at all levels within the Bank to ensure that Bank manage and control risk in a healthy manner.
- 10) Carry out other tasks to assist the Board in carrying out its authorities and responsibilities related to the implementation of Risk Management.

f. Risk Monitoring Committee Meeting

1. Committee meetings held in accordance with the requirements:
 - a. Conference/meeting of the Committee with the involvement of the Risk Management Unit carried out at least once every three months.
 - b. Conference/meeting of the Committee by the Board of Commissioners accordingly as needed.
2. Risk Monitoring Committee Meeting was attended by at least 51% of the number of members of the committee and may be attended by the Board of Commissioners.
3. Risk Monitoring Committee Meeting chaired by the Chairman of the Risk Monitoring Committee, and if the Chairman of the Risk Monitoring Committee is absent, the meeting chaired by another Committee member appointed and approved in committee meetings.
4. Resolutions of the Risk Monitoring Committee conducted by deliberation to reach a consensus.
5. If there is no consensus then the decision is based on voting by the approval of 2/3 (two thirds) of members of the Committee present at the meeting.
6. The results of the Committee meeting shall be stated in the minutes of the meeting and documented properly.
7. Dissenting opinions that occur in the committee meetings shall be clearly stated in the minutes of the meeting and the reasons for such dissent.

Selama tahun 2015, Komite Pemantau Risiko telah menyelenggarakan rapat sebanyak 12 (dua belas) kali, dengan frekuensi tingkat kehadiran rapat masing-masing anggota, sebagai berikut:

During 2015, the Risk Monitoring Committee meeting held as many as 12 (twelve) times, with the frequency of meeting attendance rate of each member, as follows:

Komite Pemantau Risiko Risk Monitoring Committee	Rapat Dengan Meeting With	1	2	3	4	5	6	7	8	9	10	11	12	Total Hadir Σ
		Tgl. 15/1/15	Tgl. 16/2/15	Tgl. 17/3/15	Tgl. 16/4/15	Tgl. 13/5/15	Tgl. 17/6/15	Tgl. 5/8/15	Tgl. 25/8/15	Tgl. 28/9/15	Tgl. 15/10/15	Tgl. 17/11/15	Tgl. 15/12/15	
Sigid Moerkardjono	SKMR	√	√	√	√	√	√	√	√	√	√	√	√	12
Benny Luhur *)	SKMR	-	-	-	-	-	-	-	-	-	-	-	-	-
Nobiru Adachi **)	SKMR	-	-	-	-	-	√	√	√	√	√	√	√	7
Haryanto	SKMR	√	√	√	√	√	√	√	√	√	√	√	√	12
Sudarmadji Herry Sutrisno	SKMR	√	√	√	√	x	√	√	x	√	√	√	√	10

Keterangan:
√: Hadir
x: Absen
-: Belum menjabat sebagai Ketua/Anggota Komite
*) baru efektif tanggal 29 Desember 2015 sebagai Ketua Komite
**) baru efektif tanggal 26 Mei 2015 sebagai Anggota Komite

Notes:
√: Present
x: Absent
-: Not yet assume the position of Chairman/Member of the Committee
*) Effective on December 29, 2015 serves as Chairman of the Committee
**) Effective on May 26, 2015 serves as Member of the Committee

Nama Name	Periode Jabatan Serving Period	Jumlah Rapat Number of Meeting	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
Sigid Moerkardjono (Ketua/Wakil Komisaris Utama - Independen) Chairman/Vice President Commissioner - Independent	01 Januari s/d 28 Desember 2015	12	12	100%
Benny Luhur (Ketua/Komisaris Independen) Chairman/Independent Commissioner	29 Desember s/d 31 Desember 2015	-	-	-
Nobiru Adachi (Anggota/Komisaris Utama) Member/President Commissioner	26 Mei s/d 31 Desember 2015	7	7	100%
Haryanto (Anggota/Pihak Independen) Member/Independent Party	01 Januari s/d 31 Desember 2015	12	12	100%
Sudarmadji Herry Sutrisno (Anggota/Pihak Independen) Member/Independent Party	01 Januari s/d 31 Desember 2015	12	10	83%

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g. Program Kerja Komite Pemantau Risiko

Pada tahun 2015, Komite Pemantau Risiko memiliki program kerja sebagai berikut:

- 1) Pembahasan Laporan Profil Risiko dengan Satuan Kerja Manajemen Risiko.
- 2) Memantau dan Mengevaluasi pelaksanaan tugas Komite Manajemen Risiko dan Satuan Kerja Manajemen Risiko.
- 3) Berpartisipasi dalam Rapat Direksi dan Komisaris.
- 4) Mengevaluasi kebijakan Manajemen Risiko J Trust Bank.
- 5) Mengevaluasi risiko-risiko yang timbul atas dasar 8 jenis risiko dalam kasus-kasus yang terjadi.
- 6) Menyusun Rencana Kerja (*Work Plan*) Komite Pemantau Risiko tahun 2016.

h. Realisasi Program Kerja/Pelaksanaan Tugas Komite Pemantau Risiko

Program kerja Komite Pemantau Risiko tahun 2015 telah direalisasikan/dilaksanakan dengan penjelasan sebagai berikut:

g. Risk Monitoring Committee Work Program

In 2015, the Risk Monitoring Committee has the following work program:

- 1) Discussion risk profile report by the Risk Management Unit.
- 2) Monitor and evaluate the implementation of the Risk Management Committee and Risk Management Unit.
- 3) Participate in Meeting of the Board of Directors and Commissioners.
- 4) Evaluate the Risk Management policy J Trust Bank.
- 5) Evaluate the risks that arise on the basis of eight types of risk in cases that occur.
- 6) Prepare Work Plan (Work Plan) Risk Monitoring Committee in 2016.

h. Realization Work Program/Implementation Task Risk Monitoring Committee

Risk Monitoring Committee's work program in 2015 has been realized/implemented with the following explanation:

- 1) Pada tahun 2015 telah dilaksanakan pertemuan/rapat dengan Satuan Kerja Manajemen Risiko (SKMR) sebanyak 12 kali. Dalam rapat tersebut diundang pula Satuan Kerja Audit Intern (SKAI) untuk membahas profil risiko bulanan sekaligus melakukan evaluasi tentang kesesuaian antara Kebijakan Manajemen Risiko dengan pelaksanaannya dan evaluasi atas pelaksanaan tugas Komite Manajemen Risiko (KMR) dan Satuan Kerja Manajemen Risiko (SKMR). Disamping itu, untuk lebih menekankan pemantauan terhadap risiko kredit, pada setiap rapat bulanan juga dipresentasikan tentang Portofolio kredit dan NPL J Trust Bank.
- 2) Program kerja mengenai evaluasi pelaksanaan kebijakan Manajemen Risiko dan pembahasan risiko-risiko yang timbul atas dasar 8 jenis risiko, dibahas dalam rapat-rapat Komite tersebut yang menghasilkan kesimpulan dan rekomendasi antara lain hal-hal sebagai berikut:
 - Peningkatan Kredit konsumen, pengembangan kredit mikro, perbaikan standar kualitas pembuatan analisa, dokumentasi kredit, struktur persetujuan kredit, penetapan kolektibilitas kredit.
 - Pembakuan Struktur Organisasi baru PT Bank JTrust Indonesia Tbk, Implementasi PSAK 50-55, Pengaruh kondisi ekonomi atas penurunan peringkat profil Risiko Bank.
 - Masalah komposisi Dana Pihak Ketiga (DPK).
 - Keharusan melakukan *stress test*, upaya-upaya penurunan tingkat risiko dari 8 jenis risiko inheren dan peningkatan kualitas penerapan manajemen risiko.
 - Kepatuhan pelaporan baik mengenai ketepatan penyampaian dan keakuratan isi pelaporan.
 - Dan lain-lain.
- 3) Komite Pemantau Risiko telah mengikuti dan berpartisipasi dalam Rapat Direksi dan Dewan Komisaris pada tahun 2015 sebanyak 12 kali.

3.3. Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi merupakan komite yang dibentuk untuk membantu Dewan Komisaris melaksanakan pengawasan kebijakan nominasi dan remunerasi sesuai dengan Peraturan Bank Indonesia dan OJK.

- a. Piagam/Pedoman dan Tata Tertib Kerja Komite Nominasi dan Remunerasi (*Nomination and Remuneration Committee Charter*)
Komite Nominasi dan Remunerasi memiliki Piagam/Pedoman dan Tata Tertib Kerja Komite Nominasi dan Remunerasi (*Nomination and Remuneration Committee Charter*) yang mengatur hal-hal terkait dengan pelaksanaan tugas dan tanggung jawab, syarat keanggotaan, pelaksanaan rapat, masa tugas dan pelaporan. Piagam/Pedoman dan Tata Tertib

- 1) By 2015 has implemented a meeting/conference with the Risk Management Unit (SKMR) 12 times. In the meeting also invited the Internal Audit Unit (SKAI) to discuss the monthly risk profile and conduct an evaluation of the suitability of the Risk Management Policy with the implementation and evaluation of the implementation of the Risk Management Committee (RMC) and the Risk Management Unit (SKMR). In addition, to further emphasize the monitoring of credit risk, at each monthly meeting also presented on a credit portfolio and NPL J Trust Bank.
- 2) The work program on the evaluation of the implementation of risk management policy and a discussion of the risks that arise on the basis of eight types of risks, are discussed in Committee meetings which resulted in the conclusion and recommendation among other things the following:
 - Increased consumer loans, micro-credit development, improvement of the quality standard of analytical work, loan documentation, credit approval structure, determination of collectibility of the loans.
 - Standardization of the new Organizational Structure PT Bank JTrust Indonesia Tbk, implementation of SFAS No. 50-55, the effect of economic conditions on downgrades risk profile of the Bank.
 - Issue on the composition of Third Party Fund (DPK).
 - Required stress test to decrease the risk level of eight types of inherent risk and improvement of quality of risk management.
 - Compliance reporting both about the accuracy of the content delivery and reporting accuracy.
 - And others.
- 3) Risk Monitoring Committee has followed and participated in the meeting of the Board of Directors and the Board of Commissioners in 2015 as many as 12 times.

3.3. Nomination and Remuneration Committee

Nomination and Remuneration Committee is a committee formed to assist the Board with oversight of nomination and remuneration policy in accordance with the Regulation of Bank Indonesia and the FSA.

- a. Charter/Code and Rules of Conduct Nomination and Remuneration Committee
Nomination and Remuneration Committee has a Charter/Code and Rules of Conduct of Nomination and Remuneration Committee, which regulates matters related to the implementation of tasks and responsibilities, tenure, the implementation of meetings, tasks and reporting period. Charter/Code and Rules of Conduct of Nomination and

Kerja Komite Nominasi dan Remunerasi (*Nomination and Remuneration Committee Charter*) secara periodik perlu dinilai dan dievaluasi kecukupannya oleh Dewan Komisaris agar fungsi Komite Nominasi dan Remunerasi dapat dilaksanakan pada tingkat yang optimal.

b. Struktur dan Keanggotaan Komite Nominasi dan Remunerasi

Anggota Komite Nominasi dan Remunerasi paling kurang terdiri dari seorang Komisaris Independen, seorang Komisaris dan seorang Pejabat Eksekutif yang membawahi Sumber Daya Manusia atau seorang perwakilan pegawai.

Berdasarkan Surat Dewan Komisaris No. 12.02/S-KOM/Mutiara/V/2015 tanggal 12 Mei 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.12.04/S.Kep-Dir-HCD/Mutiara/V/2015 tanggal 12 Mei 2015, maka struktur dan keanggotaan Komite Nominasi dan Remunerasi belum memenuhi kriteria sebagai berikut:

1. *): Ketua/Anggota
2. Pahot Gumpar Hutasoit (Human Capital Division): Sekretaris/Anggota
3. Sigid Moerkardjono (Wakil Komisaris Utama/ Independen): Anggota

*) akan ditetapkan setelah RUPS Tahunan.

Berdasarkan Surat Dewan Komisaris No.01.02/S-KOM/JTRUST/VI/2015 tanggal 01 Juni 2015 dan diangkat oleh Direksi dengan Surat Keputusan Direksi No.30.16/S.Kep-Dir-HCD/JTrust/VI/2015 tanggal 30 Juni 2015 yang berlaku sejak tanggal 26 Mei 2015, maka struktur dan keanggotaan Komite Nominasi dan Remunerasi telah memenuhi kriteria menjadi sebagai berikut:

1. -: Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Sigid Moerkardjono (Wakil Komisaris Utama/ Independen): Anggota
4. Pahot Gumpar Hutasoit (Human Capital Division): Sekretaris/Anggota

Kemudian berdasarkan Surat Keputusan Direksi No.23.03/S.Kep-Dir-HCD/JTrust/XII/2015 tanggal 23 Desember 2015 yang berlaku sejak tanggal 23 Desember 2015, maka struktur dan keanggotaan Komite Nominasi dan Remunerasi telah memenuhi kriteria menjadi sebagai berikut:

1. -: Ketua/Anggota
2. Nobiru Adachi (Komisaris Utama): Anggota
3. Benny Luhur (Komisaris Independen): Anggota
4. Pahot Gumpar Hutasoit (Human Capital Division): Sekretaris/Anggota

Remuneration Committee periodically need to be assessed and evaluated for adequacy by the Board of Commissioners to ensure NRC functions can be carried out at an optimal level.

b. Structure and Membership of the Nomination and Remuneration Committee

Nomination and Remuneration Committee members consist of at least an Independent Commissioner, a Commissioner and an Executive Officer in charge of Human Resources or an employee representative.

By virtue of BOC No.12.02/S-KOM/Mutiara/V/2015 dated May 12, 2015 and was appointed by the Board of Directors with the Decree of the Board No. 12.04/S.Kep-Dir-HCD/Mutiara/V/2015 dated May 12, 2015, the structure and membership of the Nomination and Remuneration Committee has not met the following criteria:

1. *): Chairman/Member
2. Pahot Gumpar Hutasoit (Human Capital Division): Secretary/Member
3. Sigid Moerkardjono (Vice President Commissioner/ Independent): Member

*) Will be set after the Annual General Meeting.

By virtue of BOC No.01.02/S-KOM/JTRUST/VI/2015 dated June 1, 2015 and was appointed by the Board of Directors with the Decree of the Board No.30.16/S.Kep-Dir-HCD/JTrust/VI/2015 dated June 30, 2015 which is valid from May 26, 2015, the structure and membership of the Nomination and Remuneration Committee has met the criteria to be as follows:

1. -: Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Sigid Moerkardjono (Vice President Commissioner/ Independent): Member
4. Pahot Gumpar Hutasoit (Human Capital Division): Secretary/Member

Based on the Decree of the Board No.23.03/S.Kep-Dir-HCD/JTrust/XII/2015 dated December 23, 2015 which is valid from December 23, 2015, the structure and membership of the Nomination and Remuneration Committee has met the criteria to be as follows:

1. -: Chairman/Member
2. Nobiru Adachi (President Commissioner): Member
3. Benny Luhur (Independent Commissioner): Member
4. Pahot Gumpar Hutasoit (Human Capital Division): Secretary/Member

Efektif sejak tanggal 20 November 2014, posisi Ketua Komite Nominasi dan Remunerasi masih 'Vacant'/kosong karena salah satu Komisaris Independen yang selama ini menjabat posisi ketua telah mengundurkan diri (sesuai hasil keputusan RUPSLB), sementara hanya tinggal 1 (satu) orang Komisaris Independen yang ada telah menjabat/merangkap sebagai Ketua Komite Audit dan Ketua Komite Pemantau Risiko. Diharapkan pada tahun 2016 pengisian posisi Ketua Komite Nominasi dan Remunerasi dapat dipenuhi oleh Komisaris Independen yang terpilih.

c. Kualifikasi Pendidikan dan Pengalaman Kerja Anggota Komite Nominasi dan Remunerasi

Kualifikasi pendidikan dan pengalaman kerja anggota Komite Nominasi dan Remunerasi PT Bank JTrust Indonesia Tbk adalah sebagai berikut:

- Sigid Moerkardjono, sebagai anggota Komite Nominasi dan Remunerasi (menjabat s/d. 22 Desember 2015)
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Nobiru Adachi, sebagai anggota Komite Nominasi dan Remunerasi
Kualifikasi pendidikan dan pengalaman kerja sama seperti yang telah diuraikan diatas.
- Pahot Gumpar Hutasoit, sebagai anggota Komite Nominasi dan Remunerasi
Pendidikan terakhir: STMIK BUDI LUHUR, Jurusan Manajemen Informatika. Kursus dan Seminar yang pernah diikuti yaitu PMTK (pendidikan Terpadu Manajemen Komputer), IZZI Computer Education tentang aplikasi Management Dan Oxford Course Indonesia, I & II. Pengalaman bekerja di PT Warna-Warni Perdana, Divisi Umum. Meniti karir di PT Bank Mutiara Tbk sejak 03 November 1997 dan sejak tanggal 1 Oktober 2013 sampai dengan sekarang menjabat sebagai Human Capital Division Head PT Bank Mutiara Tbk yang berubah nama menjadi PT Bank JTrust Indonesia Tbk sejak 29 Mei 2015.

d. Independensi Anggota Komite Nominasi dan Remunerasi

Diantara anggota Komite Nominasi dan Remunerasi tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan Bank, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

e. Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi melaksanakan tugasnya dalam rangka mendukung pelaksanaan tugas dan tanggung jawab Dewan Komisaris. Tugas dan tanggung jawab Komite Nominasi dan Remunerasi:

Since November 20, 2014, the position of Chairman of the Nomination and Remuneration has been 'Vacant'/empty because one independent commissioner who held the position of chairman resigned (as per the decision of the EGM), while only one independent Commissioner served concurrently as Chairman/Audit Committee and Risk Monitoring Committee Chairman. In 2016 the position of Chairman of the Nomination and Remuneration is expected to be filled by an Independent Commissioner selected.

c. Educational Qualifications and Work Experience Member of Nomination and Remuneration

Educational qualifications and work experience of the Nomination and Remuneration Committee members JTrust Indonesia Tbk PT Bank are as follows:

- Sigid Moerkardjono, as a member of the Nomination and Remuneration Committee (served to December 22, 2015)
Educational qualifications and work experience same as previously described.
- Nobiru Adachi, a member of the Nomination and Remuneration
Educational qualifications and work experience same as previously described.
- Pahot Gumpar Hutasoit, as a member of the Nomination and Remuneration
Last Education: STMIK BUDI LUHUR, Department of Information Management. Courses and Seminars have been followed, namely PMTK (education Integrated Computer Management), IZZI Computer Education on Management application and Oxford Course Indonesia, I & II. Experience working in PT Colorful Prime, General Division. Had a career with PT Bank Mutiara Tbk November 3, 1997 to October 1, 2013 as Human Capital Division Head of PT Bank Mutiara Tbk, which changed its name to PT Bank JTrust Indonesia Tbk since May 29, 2015.

d. The independence of the Nomination and Remuneration Committee Member

Members of the Nomination and Remuneration Committee has no relationship in terms of financial, management, share ownership, and/or related to members of the Board of Commissioners, Board of Directors and/or Controlling Shareholders or relationship with the Bank, which could affect its ability to act independently.

e. Duties and Responsibilities of the Nomination and Remuneration Committee

Nomination and Remuneration Committee perform their duties in order to support the implementation of the tasks and responsibilities of the Board of Commissioners. Duties and responsibilities of the Nomination and Remuneration Committee:

- 1) Terkait dengan Kebijakan Nominasi:
 - Menyusun dan memberikan rekomendasi mengenai sistem serta prosedur pemilihan dan/atau penggantian anggota Dewan Komisaris dan Direksi kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.
 - Memberikan rekomendasi mengenai calon anggota Dewan Komisaris dan/atau Direksi kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.
 - Memberikan rekomendasi mengenai Pihak Independen yang akan menjadi anggota Komite Remunerasi dan Nominasi.
 - 2) Terkait dengan Kebijakan Remunerasi:
 - Melakukan evaluasi terhadap kebijakan remunerasi.
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai kebijakan remunerasi bagi Dewan Komisaris dan Direksi untuk disampaikan kepada Rapat Umum Pemegang Saham.
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai kebijakan remunerasi bagi Pejabat Eksekutif dan pegawai secara keseluruhan untuk disampaikan kepada Direksi.
 - 3) Komite wajib memastikan bahwa:
 - Kebijakan remunerasi sesuai dengan kinerja keuangan dan pemenuhan cadangan sebagaimana diatur dalam peraturan perundang-undangan yang berlaku.
 - Kebijakan remunerasi sesuai dengan prestasi kinerja individual.
 - Kebijakan remunerasi sesuai dengan kewajaran "peer group".
 - Kebijakan remunerasi sesuai dengan pertimbangan sasaran dan strategi jangka panjang dari bank.
- f. Rapat Komite Nominasi dan Remunerasi
- 1) Rapat Komite diselenggarakan sesuai kebutuhan Bank.
 - 2) Rapat Komite Nominasi dan Remunerasi hanya dapat dilaksanakan apabila dihadiri oleh paling kurang 51% dari jumlah anggota termasuk seorang Komisaris Independen dan Pejabat Eksekutif.
 - 3) Keputusan rapat komite dilakukan berdasarkan musyawarah mufakat.
 - 4) Dalam hal tidak terjadi musyawarah mufakat, maka pengambilan keputusan dilakukan berdasarkan suara terbanyak.
 - 5) Hasil rapat Komite wajib dituangkan dalam risalah rapat dan didokumentasikan secara baik.
- 1) Related to the Nomination Policy:
 - Develop and recommend a system and procedures and/or replacement of members of the Board of Commissioners and Board of Directors to the Board of Commissioners to be submitted to the General Meeting of Shareholders.
 - Provide recommendations regarding candidates for the Board of Commissioners and/or Board of Directors to the Board of Commissioners to be submitted to the General Meeting of Shareholders.
 - Provide recommendations regarding the Independent Party will become a member of the Remuneration and Nomination Committee.
 - 2) Related to the Remuneration Policy:
 - To evaluate the remuneration policy.
 - Provide recommendations to the Board regarding the remuneration policy for the Board of Commissioners and Board of Directors to be submitted to the General Meeting of Shareholders.
 - Provide recommendations to the Board regarding the remuneration policy for Executive Officers and employees to be submitted to the Board of Directors.
 - 3) The Committee shall ensure that:
 - The remuneration policy in accordance with the financial performance and reserve as regulated in the applicable legislation.
 - The remuneration policy in accordance with the achievement of individual performance.
 - The remuneration policy in accordance with equity "peer group".
 - The remuneration policy in accordance with the consideration of the long term goals and strategies of the bank.
- f. Nomination and Remuneration Committee Meeting
- 1) Committee Meetings held according to the needs of the Bank.
 - 2) The Nomination and Remuneration Committee Meetings can only be held if attended by at least 51% of the number of members including an Independent Commissioner and Executive Officers.
 - 3) The decision of the committee meeting is carried out by consensus.
 - 4) In the event that consensus does not occur, the decision is made by a majority vote.
 - 5) The results of the Committee meeting shall be stated in the minutes of the meeting and documented properly.

- 6) Perbedaan pendapat (*dissenting opinion*) yang terjadi dalam rapat komite wajib dicantumkan secara jelas dalam risalah rapat beserta alasan perbedaan pendapat tersebut.

Selama tahun 2015, Komite Nominasi dan Remunerasi telah menyelenggarakan rapat sebanyak 5 (lima) kali, dengan frekuensi tingkat kehadiran rapat masing-masing anggota, sebagai berikut:

- 6) The dissenting opinion that occurs in the committee meetings shall be clearly stated in the minutes of the meeting and the reasons for such dissent.

During 2015, the Nomination and Remuneration Committee five meetings, with attendance level as follows:

Komite Nominasi dan Remunerasi Nomination and Remuneration Committee	Rapat dengan Meeting with	1	2	3	4	5	6	7	8	9	10	11	12	Total Hadir Σ
		Tgl. 6/1/15	Tgl. 11/3/15	Tgl. 31/3/15	Tgl. 14/4/15	Tgl. 26/5/15	Tgl. Jun	Tgl. Jul	Tgl. Agt	Tgl. Sep	Tgl. Okt	Tgl. Nov	Tgl. Des	
Sigid Moerkardjono	HCMD	√	√	√	√	√								5
Nobiru Adachi *)	HCMD	-	-	-	-	√								1
Benny Luhur **)	HCMD	-	-	-	-	-								-
Pahot Gumpar Hutasoit	HCMD	√	√	√	√	√								5

Keterangan:
√: Hadir
x: Absen
-: Belum menjabat sebagai Anggota Komite
*) baru efektif tanggal 26 Mei 2015 sebagai Anggota Komite
**) baru efektif tanggal 23 Desember 2015 sebagai Anggota Komite

Notes:
√: Present
x: Absent
-: Not yet assume the position of Member of the Committee
*) Effective on May 26, 2015 serves as Member of the Committee
**) Effective on December 23, 2015 serves as Member of the Committee

Nama Name	Periode Jabatan Serving Period	Jumlah Rapat Number of Meeting	Jumlah Kehadiran Attendance	% Kehadiran % Attendance
Sigid Moerkardjono (Anggota/Wakil Komisaris Utama - Independen) Member/Vice President Commissioner - Independent	01 Januari s/d 22 Desember 2015	5	5	100%
Nobiru Adachi (Anggota/Komisaris Utama) Member/President Commissioner	26 Mei s/d 31 Desember 2015	1	1	100%
Benny Luhur (Anggota/Komisaris Independen) Member/Independent Commissioner	23 Desember s/d 31 Desember 2015	-	-	-
Pahot Gumpar Hutasoit (Anggota/Pejabat Eksekutif) Member/Senior Executive	01 Januari s/d 31 Desember 2015	5	5	100%

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- g. Program Kerja Komite Nominasi dan Remunerasi
Pada tahun 2015, Komite Nominasi dan Remunerasi memiliki program kerja sebagai berikut:

1. Menyusun rencana kebijakan remunerasi.
2. Melakukan evaluasi dan memberikan rekomendasi kepada Dewan Komisaris mengenai kebijakan remunerasi bagi Direksi, Komisaris dan Pejabat Eksekutif untuk disampaikan kepada RUPS.
3. Menyusun dan memberikan rekomendasi mengenai sistem serta prosedur pemilihan dan/atau penggantian anggota Direksi dan Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.
4. Melakukan review/evaluasi terhadap implementasi kebijakan remunerasi.
5. Melakukan review/evaluasi mengenai pencapaian KPI Direksi tahun 2014 dan tahun 2015 untuk selanjutnya diajukan/disampaikan kepada Pemegang Saham.

- g. Work Program Nomination and Remuneration Committee
In 2015, the Nomination and Remuneration Committee implemented the following work program:

1. Develop remuneration plans and policy.
2. Evaluate and provide recommendations to the Board of Commissioners regarding the remuneration policy for the Board of Directors, Commissioners and Executive Officers to be submitted to the AGM.
3. Develop and recommend a system and procedures and/or replacement of members of the Board of Directors and Board of Commissioners to the Board of Commissioners to be submitted to the AGM.
4. Conduct a review/evaluation of the implementation of remuneration policies.
5. Conduct a review/evaluation of KPI achievement of Directors in 2014 and 2015 to further filed/submitted to the Shareholders.

h. Realisasi Program Kerja/Pelaksanaan Tugas Komite Nominasi dan Remunerasi

Program kerja Komite Nominasi dan Remunerasi tahun 2015 telah direalisasikan/dilaksanakan dengan penjelasan sebagai berikut:

- 1) Telah dilaksanakan pertemuan/rapat sebanyak 5 (lima) kali rapat dengan *Human Capital Management Division*.
- 2) Program kerja mengenai Komite Nominasi dan Remunerasi, dibahas dalam rapat-rapat Komite tersebut yang menghasilkan kesimpulan dan rekomendasi antara lain mengenai hal-hal sebagai berikut:
 - Membahas usulan remunerasi dan fasilitas Direktur Utama dan Direktur.
 - Pembahasan KPI Direksi untuk tahun 2015.
 - Evaluasi kinerja Direksi 2015 dalam bentuk KPI.
 - Review remunerasi dan apresiasi kinerja Direksi dan Dewan Komisaris.
 - Pembahasan program perbaikan Human Capital Management Division (HCMD) J Trust Bank.
 - Pembahasan program training beserta perkembangannya.
 - Pembahasan perubahan pejabat di HCMD.
 - Dan lain-lain.

h. Realization Work Program/Implementation Task Nomination and Remuneration Committee

The work program of the NRC in 2015 has been realized/implemented with the following explanation:

- 1) The meeting with the Human Capital Management Division was held five times.
- 2) The work program of the Nomination and Remuneration Committee was discussed in Committee which covers the following matters:
 - Discussion on the proposed remuneration and facilities of Managing Director and Directors.
 - Discussion of the Board of Directors for the 2015 KPI.
 - Evaluate the performance of the Board of Directors in 2015 based on KPI.
 - Review of remuneration and appreciation of the performance of the Board of Directors and Board of Commissioners.
 - Discussion of the improvement program of Human Capital Management Division (HCMD) of J Trust Bank.
 - Discussion of the training program and its development.
 - Discussion of changes in HCMD officials.
 - And others.

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Komite-Komite Di bawah Direksi

Untuk dapat mengidentifikasi dan mengelola seluruh jenis risiko yang dihadapi Bank selain dilakukan oleh unit kerja/Satuan Kerja Manajemen Risiko (SKMR), dan membentuk Komite Pemantau Risiko yang berada pada tingkat Dewan Komisaris, maka Direksi PT Bank JTrust Indonesia Tbk juga telah menetapkan Komite-Komite Dibawah Direksi sesuai dengan struktur organisasi yang berfungsi memberikan bimbingan/saran/rekomendasi mengenai kebijakan dan melakukan pengawasan terhadap pengelolaan risiko Bank. Rekomendasi dari setiap komite menjadi acuan Direksi dalam proses pengambilan keputusan.

Komite-komite di bawah Direksi PT Bank JTrust Indonesia Tbk diisi oleh anggota Direksi. Komposisi keanggotaan komite disusun sesuai dengan kompleksitas tugas dan tanggung jawab komite. Komite-Komite Dibawah Direksi antara lain:

1. Komite Manajemen Risiko

Struktur dan Keanggotaan

Komite Manajemen Risiko adalah Komite dalam Sistem Manajemen Risiko Bank yang bersifat non-struktural, berkedudukan di Kantor Pusat yang merumuskan kebijakan, mengawasi pelaksanaan kebijakan, memantau perkembangan dan kondisi profil risiko serta memberikan

Committees Under the Board of Directors

To enable the Bank to identify and manage all types of risks, in addition to the Risk Management Unit (SKMR) and the Risk Monitoring Committee at the Board of Commissioners level, the Board of Directors of PT Bank JTrust Indonesia Tbk has also established committees under the Board of Directors in accordance with the organizational structure that serves to provide guidance/advice/recommendations on policy and oversight of the Bank's risk management. Recommendations from each committee are used as basis for the Board of decision making process.

The committees under the Board of Directors of PT Bank JTrust Indonesia Tbk are filled by members of the Board of Directors. The composition of the committees is prepared in accordance with the complexity of the tasks and responsibilities of the committee. The committees under the Board of Directors include:

1. Risk Management Committee

Structure and Membership

Risk Management Committee is a committee within the Bank's Risk Management and it is non-structural, in the Head Office which formulates policies, oversee the implementation of policies, monitor progress and condition of the risk profile and provide suggestions and

saran dan langkah perbaikan dalam forum rapat minimal diselenggarakan 1 (satu) kali dalam triwulanan. Pembentukan Komite ini berdasarkan pada Ketentuan Bank Indonesia mengenai Penerapan Manajemen Risiko Bagi Bank Umum. Dalam pelaksanaannya, Komite Manajemen Risiko membentuk Sub Komite dengan tugas pokok masing-masing. Adapun Sub Komite yang dimaksud adalah: *Credit Risk Committee* dan *Operational Risk Committee*.

Sesuai Surat Keputusan Direksi No. 01.17/S.Kep-Dir-RMD/Mutiara/IX/2014 tanggal 01 September 2014, Struktur dan keanggotaan Komite Manajemen Risiko sebagai berikut:

Susunan Anggota Komite Manajemen Risiko:

Ketua : Direktur Utama
Wakil Ketua : Direktur Compliance & Legal
Sekretaris : Kepala Divisi Risk Management

1. Anggota dengan Hak Suara (*Voting Member*)
 - a. Anggota Tetap dengan Hak Suara (*Permanent Voting Member*)
 - Direktur Utama
 - Direktur Treasury & Institutional Banking
 - Direktur Compliance & Legal
 - EVP/Direktur Micro & Consumer Business
 - b. Anggota Tidak Tetap dengan Hak Suara (*Non-Permanent Voting Member*)
 - EVP Small & Medium Business
 - EVP Finance & Operation
 - EVP Special Asset Management
 - EVP Distribution Network
2. Anggota Pemberi Kontribusi Tanpa Hak Suara (*Contributing Non-Voting Member*)
 - a. Anggota Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Permanent Non-Voting Member*)
 - Internal Audit Division Head
 - Compliance Division Head
 - Legal Division Head
 - Accounting Division Head
 - Operation Division Head
 - Planning Performance Management Division Head
 - Corporate Secretary Division Head
 - Risk Management Division Head
 - b. Anggota Tidak Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Non-Permanent & Non-Voting Member*) yang hadir sesuai keterkaitan dengan agenda/topik.
 - Kepala Divisi dan Kepala Kantor Wilayah yang terkait dengan materi yang menjadi agenda pembahasan rapat komite.

improvements in meeting at least held 1 (one) time per quarter. The formation of this committee is based on Bank Indonesia provisions concerning the implementation of Risk Management for Commercial Banks. In practice, the Risk Management Committee formed subcommittees each address specific area to oversee. The Sub-Committees are: Credit Risk Committee and Operational Risk Committee.

In accordance with the Decree of the Board of Directors No. 01.17/S.Kep-Dir-RMD/Mutiara/IX/2014 dated September 1, 2014, the Structure and Membership of Risk Management Committee are as follows:

Members of the Risk Management Committee:

Chairman: President Director
Vice Chairman: Director of Compliance & Legal
Secretary: Head of Risk Management Division

1. Members with Voting Rights
 - a. Permanent Members with Voting Rights
 - President Director
 - Director of Treasury & Institutional Banking
 - Director of Compliance & Legal
 - EVP/Director of Micro & Consumer Business
 - b. Members Non-Permanent with Voting Rights
 - EVP Small & Medium Business
 - EVP Finance & Operations
 - EVP Special Asset Management
 - EVP Distribution Network
2. Contributing Non-Voting Members
 - a. Contributing Permanent Non-Voting Member
 - Internal Audit Division Head
 - Compliance Division Head
 - Legal Division Head
 - Accounting Division Head
 - Operation Division Head
 - Planning Performance Management Division Head
 - Corporate Secretary Division Head
 - Risk Management Division Head
 - b. Contributing Non-Permanent and Non-Voting Member attending in accordance to agenda/topics.
 - Head of Division and Head of Area where their material is included as agenda of discussion in the committee meeting.

Tugas dan Tanggung Jawab

Tugas dan tanggung jawab Komite Manajemen Risiko adalah memberikan rekomendasi kepada Direktur Utama, yang sekurang-kurangnya meliputi:

- Penyusunan Kebijakan, strategi dan pedoman penerapan Manajemen Risiko.
- Perbaikan atau penyempurnaan pelaksanaan Manajemen Risiko berdasarkan hasil evaluasi pelaksanaan dimaksud.
- Penetapan (*Justification*) hal-hal yang terkait dengan keputusan bisnis yang menyimpang dari prosedur normal (*Irregularities*).

Pelaksanaan Tugas dan Frekuensi Rapat

Selama tahun 2015, Komite Manajemen Risiko telah menyelenggarakan 6 (enam) kali rapat dan melakukan berbagai program kerja yang membahas agenda sebagai berikut:

No.	Tanggal Date	Agenda Pembahasan Agenda
1	21 April 2015	Pembahasan Laporan Risk Profile – Triwulan I/2015 kepada OJK Discussion on Risk Profile Report - Quarter I / 2015 to the FSA
2	06 Juli 2015	Review PPK 2011 Khusus BWMK Review on PPK 2011 on BWMK
3	18 September 2015	Presentasi Rencana Launching – Kredit Pengusaha Unggulan Presentation for Launching Plan – “Kredit Pengusaha Unggulan”
4	25 September 2015	Justifikasi terkait Irregularities – Pemberian Kredit kepada PT JTRUST Investment Indonesia (JTII) Justification regarding irregularities - Lending to PT JTRUST Investment Indonesia (JTII)
5	20 Oktober 2015	Pembahasan Laporan Risk Profile - Triwulan III/2015 kepada OJK Discussion on Risk Profile Report - Quarter III / 2015 to FSA
6	03 Nopember 2015	Presentasi Penerapan Four-Eyes Principle Presentation of Four-Eyes Principle Application

Duties and Responsibilities

Duties and responsibilities of the Risk Management Committee is to provide recommendations to the President Director, which at least include:

- Formulation of policies, strategies and guidelines for the implementation of Risk Management.
- Improvement or refinement on the implementation of Risk Management based on evaluation results.
- Determination (*Justification*) on matters related to business decisions that deviate from normal procedures (*Irregularities*).

Duties and Frequency of Meetings

During 2015, the Risk Management Committee has held six (6) meetings and implemented various work programs and discussed the following agenda:

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2. Asset & Liability Committee (ALCO)

Sesuai dengan Ketentuan Bank Indonesia, dimana Bank membentuk *Asset & Liability Committee* (ALCO) yang besaran organisasinya disesuaikan dengan kompleksitas Bank. *Asset & Liability Committee* (ALCO) adalah suatu komite yang bertanggung jawab menetapkan kebijakan tingkat suku bunga dan strategi pengelolaan aktiva dan pasiva Bank berdasarkan prinsip kehati-hatian dan sesuai dengan ketentuan yang berlaku.

Struktur dan Keanggotaan

Asset & Liability Committee (ALCO) tidak lagi merupakan Sub Komite dari Komite Manajemen Risiko, melainkan komite tersendiri yang bertanggung jawab kepada Direksi. Sesuai Surat Keputusan Direksi No. 01.63/S.Kep-DIR/TRD/JTRUST/X/2015 tanggal 01 Oktober 2015, Struktur dan keanggotaan *Asset & Liability Committee* (ALCO) sebagai berikut:

Susunan Anggota ALCO:

Ketua: Direktur Utama

Wakil Ketua: Direktur/EVP Treasury & Institutional Banking

Sekretaris: Kepala Divisi Treasury

2. Asset & Liability Committee (ALCO)

In accordance with the provisions of Bank Indonesia, the Bank forms its ALCO wherein the composition and size is aligned with the complexity of the Bank. ALCO Committee is a committee responsible for setting the interest rate policy and the Bank's asset and liability management strategy based on the principles of prudence and in accordance with applicable regulations.

Structure and Membership

ALCO is no longer a sub-committee of the Risk Management Committee, but a separate committee responsible to the Board of Directors. In accordance with the Board of Directors Decree No. 01.63/S.Kep-DIR/TRD/JTRUST/X/2015 dated October 1, 2015, the structure and membership of ALCO is as follows:

Members of ALCO:

Chairman: President Director

Vice Chairman: Director/EVP Treasury & Institutional Banking

Secretary: Head of Treasury Division

1. Anggota dengan Hak Suara (*Voting Member*)
 - a. Anggota Tetap dengan Hak Suara (*Permanent Voting Member*)
 - Direktur Utama
 - Direktur/EVP Treasury & Institutional Banking
 - Direktur/EVP Micro & Consumer Business
 - EVP Distribution Network
 - b. Anggota Tidak Tetap dengan Hak Suara (*Non-Permanent Voting Member*)
 - Direktur/EVP Risk Management
 - EVP Finance & Operation

2. Anggota Pemberi Kontribusi Tanpa Hak Suara (*Contributing Non-Voting Member*)
 - a. Anggota Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Permanent Non-Voting Member*)
 - Direktur Compliance & Human Capital
 - Direktur Information & Technology
 - Linkage Division Head
 - Retail Business Division Head
 - Retail Product & Network Division Head
 - Satuan Kerja Manajemen Risiko (SKMR)
 - Compliance & Legal Division Head
 - Planning Performance Management Division Head
 - b. Anggota Tidak Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Non-Permanent & Non-Voting Member*) yang hadir sesuai keterkaitan dengan agenda/topik.
 - Financial Control Division Head
 - Kepala Kantor Wilayah yang terkait dengan materi yang menjadi agenda pembahasan rapat komite.

Tugas dan Tanggung Jawab

Asset & Liability Committee (ALCO) memiliki tugas utama sebagai berikut:

1. Anggota Tetap Dengan Hak Suara (*Permanent Voting Member*) dan Anggota Tidak Tetap dengan Hak Suara (*Non-Permanent Voting Member*)
 - Sebagai pengambilan keputusan yaitu 75% dari Anggota Tetap Dengan Hak Suara (*Permanent Voting Member*) dan ditambah minimal oleh 1 (satu) orang dari Anggota Tidak Tetap dengan Hak Suara (*Non-Permanent Voting Member*).
2. Anggota Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Permanent Non-Voting Member*) dan Anggota Tidak Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Non-Permanent & Non-Voting Member*)
 - Sebagai pengambilan keputusan yaitu 50% dari Anggota Tetap Pemberi Kontribusi Tanpa Hak Suara (*Contributing Permanent Non-Voting Member*)

1. Members with Voting Rights (*Voting Member*)
 - a. Permanent Member with Voting Rights (*Permanent Voting Member*)
 - President Director
 - Director/EVP Treasury & Institutional Banking
 - Director/EVP Micro & Consumer Business
 - EVP Distribution Network
 - b. Non-Permanent Voting Members
 - Director/EVP Risk Management
 - EVP Finance & Operations

2. Contributing Members Without Voting Rights (*Contributing Non-Voting Member*)
 - a. Contributing Permanent Members Without Voting Rights (*Contributing Permanent Non-Voting Member*)
 - Director of Compliance & Human Capital
 - Director of Information & Technology
 - Linkage Division Head
 - Retail Business Division Head
 - Retail Product & Network Division Head
 - Risk Management Unit (SKMR)
 - Compliance & Legal Division Head
 - Planning Performance Management Division Head
 - b. Contributing Non-Permanent and Non-Voting Members attended in accordance to their related topics in the agenda.
 - Financial Control Division Head
 - Head of Area with related material/topic included in the agenda discussed in the committee meeting.

Duties and Responsibilities

ALCO main tasks are as follows:

1. Permanent Voting Member and Non-Permanent Voting Members
 - As decision-making at 75% of Permanent Voting Member with additional minimum of one (1) Non-Permanent Voting Member.
2. Contributing Permanent Non-Voting Member and Contributing Non-Permanent and Non-Voting Member
 - As decision-making at 50% of Contributing Permanent Non-Voting Member.

3. Tugas-tugas pokok dari masing-masing Divisi (*Working Group Member*):

- 1) Satuan Kerja Manajemen Risiko (SKMR)
Apabila diperlukan dapat memberikan opini, kajian potensi dan mitigasi risiko dari penetapan suku bunga dana pihak ketiga yang berhubungan dengan biaya dana serta penetapan suku bunga kredit dan margin yang dikajidari faktor kondisi pasar serta faktor internal, antara lain: membuat *Analisa Repricing Gap*, *Risk Premium* dan Laporan SKMR secara berkala.
- 2) Divisi Planning *Performance Management*
Men-*support* data-data yang diperlukan untuk bahan presentasi Rapat ALCO.
- 3) Divisi Treasury & Institutional Banking
 - a. Menyiapkan data-data terkait *treasury* seperti BI Rate, Suku Bunga antar Bank, dan lain-lain.
 - b. Menindaklanjuti hasil rapat ALCO seperti:
 - Surat Edaran Penetapan Suku Bunga Fund Transfer Pricing (FTP)
 - Surat Edaran Penetapan Suku Bunga *Funding* maupun *Lending*
 - Strategi pendanaan, target *funding* dan *lending* secara bulanan
 - Masalah lain yang diputuskan dalam rapat ALCO
 - Notulen rapat ALCO dan dokumentasinya
- 4) Divisi Retail Product & Network
 - a. Menyiapkan data komparasi suku bunga yang berkaitan dengan Dana Pihak Ketiga (DPK) dari bank pesaing dalam *tier* yang sama, ditambah dengan satu bank BUMN.
 - b. Menyiapkan proyeksi data *funding* minimal 1 (satu) bulan ke depan dan/atau lebih (apabila diperlukan) serta target dalam 1 bulan.
 - c. Membuat realisasi hasil ALCO periode bulan sebelumnya yang berhubungan dengan *funding*.
 - d. Menyiapkan data-data berkaitan dengan suku bunga CASA maupun sejenisnya, biaya provisi dan *fee based income* serta produk-produk baru.
- 5) Divisi Retail Business, Divisi Linkage
 - a. Menyiapkan data komparasi suku bunga berkaitan dengan perkreditan (*lending rate*) dari bank pesaing dalam *tier* yang sama, ditambah dengan satu bank BUMN.
 - b. Menyiapkan proyeksi data kredit minimal 1 (satu) bulan ke depan dan/atau lebih (apabila diperlukan) serta target dalam 1 bulan serta target dalam bulan berjalan.
 - c. Membuat usulan suku bunga *lending* serta realisasi ALCO periode bulan sebelumnya.

3. The main duties of each Division (*Working Group Member*):

- 1) Risk Management Unit (SKMR)
Where necessary provide opinions, study on potential and risk mitigation on interest rate applies to third party funds which relates to the cost of funds and determining lending rates and margins assessed on market conditions and internal factors among others repricing gap analysis, Risk Premium and regular Risk Management report.
- 2) Performance Management Planning Division
To support with the data required for ALCO presentation material for the meeting.
- 3) Treasury & Institutional Banking Division
 - a. Prepare treasury-related data such as BI Rate, Interest Rate Interbank, and others.
 - b. Follow up the results of ALCO meetings such as:
 - Circular letter on Interest Rates Fund Transfer Pricing (FTP)
 - Circular letter on Funding and Lending Interest Rates
 - Funding strategy, funding and lending targets on a monthly basis
 - Other issues decided in ALCO meeting
 - ALCO Minutes of meeting and documentation
- 4) Retail Division Product & Network
 - a. Prepare data on interest rate comparison for Third Party Fund (DPK) of competitors bank of the same tier and state banks.
 - b. Prepare funding data projection for least one month ahead to the next and/or (if necessary) and the target for the month.
 - c. Report realization on the funding results of previous ALCO.
 - d. Prepare data on interest rates for CASA, the cost of fees and fee-based income as well as new products.
- 5) Retail Business Division, Linkage Division
 - a. Prepare comparative lending rate of competitor banks of the same tier and state banks.
 - b. Prepare lending projection at least for the next one month to the next (if necessary) and target for the month.
 - c. Propose interest rates for lending as well as the realization of the previous ALCO.

- 6) Divisi Compliance & Legal
Apabila diperlukan dapat memberikan opini atas keabsahan dan ruang lingkup peraturan yang berhubungan dengan penetapan serta pengelolaan suku bunga. Memastikan bahwa aspek kepatuhan harus tetap dijaga sesuai dengan ketentuan internal maupun eksternal.

- 6) Compliance & Legal Division
If necessary, provide an opinion on the validity and scope of the related regulations in determining and managing interest rates. Ensure that compliance must be maintained in accordance with the internal and external provisions.

Pelaksanaan Tugas dan Frekuensi Rapat

Selama tahun 2015, *Asset & Liability Committee* (ALCO) telah melaksanakan 12 (dua belas) kali rapat dan melakukan berbagai program kerja yang membahas agenda sebagai berikut:

Duties and Frequency of Meetings

During 2015, *Asset & Liability Committee* (ALCO) held 12 (twelve) meetings and perform various work programs and discussed the following agenda:

No.	Tanggal Date	Agenda Pembahasan	Agenda
1	8 Januari 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 13 Januari 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 13 Januari 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 13 Januari 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on January 13, 2015 2. Change of Interest Rate effective on January 13, 2015 3. Change of Deposit Interest Rate effective on January 13, 2015
2	12 Februari 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 16 Februari 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 16 Februari 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 16 Februari 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on February 16, 2015 2. Change of Interest Rate effective on February 16, 2015 3. Change of Deposit Interest Rate effective on February 16, 2015
3	12 Maret 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 16 Maret 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 16 Maret 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 16 Maret 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on March 16, 2015 2. Change of Interest Rate effective on March 16, 2015 3. Change of Deposit Interest Rate effective on March 16, 2015
4	14 April 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 17 April 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 17 April 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 17 April 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on April 17, 2015 2. Change of Interest Rate effective on April 17, 2015 3. Change of Deposit Interest Rate effective on April 17, 2015
5	21 Mei 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 22 Mei 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 22 Mei 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 22 Mei 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on May 22, 2015 2. Change of Interest Rate effective on May 22, 2015 3. Change of Deposit Interest Rate effective on May 22, 2015
6	11 Juni 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 15 Juni 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 15 Juni 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 15 Juni 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on June 15, 2015 2. Change of Interest Rate effective on June 15, 2015 3. Change of Deposit Interest Rate effective on June 15, 2015
7	8 Juli 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 13 Juli 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 13 Juli 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 13 Juli 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on July 13, 2015 2. Change of Interest Rate effective on July 13, 2015 3. Change of Deposit Interest Rate effective on July 13, 2015
8	13 Agustus 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 18 Agustus 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 18 Agustus 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 18 Agustus 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on August 18, 2015 2. Change of Interest Rate effective on August 18, 2015 3. Change of Deposit Interest Rate effective on August 18, 2015
9	11 September 2015	1. Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 16 September 2015 2. Perubahan Suku Bunga Kredit berlaku mulai tanggal 16 September 2015 3. Perubahan Suku Bunga Simpanan berlaku mulai tanggal 16 September 2015	1. Calculation of Funds Transfer Pricing (FTP) starting on September 16, 2015 2. Change of Interest Rate effective on September 16, 2015 3. Change of Deposit Interest Rate effective on September 16, 2015

No.	Tanggal Date	Agenda Pembahasan	Agenda
10	9 Oktober 2015	<ol style="list-style-type: none"> Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 13 Oktober 2015 Perubahan Suku Bunga Kredit berlaku mulai tanggal 13 Oktober 2015 Perubahan Suku Bunga Simpanan berlaku mulai tanggal 13 Oktober 2015 	<ol style="list-style-type: none"> Calculation of Funds Transfer Pricing (FTP) starting on October 13, 2015 Change of Interest Rate effective on October 13, 2015 Change of Deposit Interest Rate effective on October 13, 2015
11	12 November 2015	<ol style="list-style-type: none"> Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 16 November 2015 Perubahan Suku Bunga Kredit berlaku mulai tanggal 16 November 2015 Perubahan Suku Bunga Simpanan berlaku mulai tanggal 16 November 2015 	<ol style="list-style-type: none"> Calculation of Funds Transfer Pricing (FTP) starting on November 16, 2015 Change of Interest Rate effective on November 16, 2015 Change of Deposit Interest Rate effective on November 16, 2015
12	11 Desember 2015	<ol style="list-style-type: none"> Perhitungan <i>Fund Transfer Pricing</i> (FTP) mulai tanggal 11 Desember 2015 Perubahan Suku Bunga Kredit berlaku mulai tanggal 11 Desember 2015 Perubahan Suku Bunga Simpanan berlaku mulai tanggal 11 Desember 2015 	<ol style="list-style-type: none"> Calculation of Funds Transfer Pricing (FTP) starting on December 11, 2015 Change of Interest Rate effective on December 11, 2015 Change of Deposit Interest Rate effective on December 11, 2015

3. Komite Pengarah Teknologi Informasi

Komite Pengarah Teknologi Informasi berfungsi membantu Direksi dalam merumuskan dan menetapkan rencana strategis dan kebijakan dalam setiap tahapan penggunaan teknologi informasi sejak proses perencanaan, pengadaan, pengembangan, operasional, pemeliharaan hingga penghentian dan penghapusan sumber daya teknologi informasi, untuk meningkatkan efektivitas dan efisiensi pengolahan data kegiatan usaha PT Bank JTrust Indonesia Tbk sehingga dapat memberikan hasil yang benar, akurat, tepat waktu, dan dapat menjamin kerahasiaan informasi.

Struktur dan Keanggotaan

Sehubungan dengan perubahan struktur organisasi PT Bank JTrust Indonesia Tbk yang berlaku karena adanya proses penyempurnaan organisasi dalam rangka penerapan prinsip-prinsip *Good Corporate Governance* dan untuk menyesuaikan kondisi bisnis Bank saat ini, maka dilakukan perubahan Struktur dan Keanggotaan Komite Pengarah Teknologi Informasi sesuai Surat Keputusan Direksi No. 30.61/S.Kep-Dir-ITD/JTRUST/XI/2015 tanggal 30 November 2015 sebagai berikut:

Susunan Anggota Komite Pengarah Teknologi Informasi:

- Ketua, merangkap anggota: Managing Director Information Technology
- Sekretaris, merangkap anggota: Kepala Divisi Information Technology
- Anggota-anggota:
 - Managing Director Risk & Compliance
 - Managing Director Corporate Business
 - EVP Finance & Operation
 - EVP Retail & Network
 - Kepala Satuan Kerja Manajemen Risiko

3. IT Steering Committee

Information Technology Steering Committee assists the Board of Directors in formulating and establishing strategic plans and policies of each stage of the use of information technology covering the process of planning, procurement, development, operation, maintenance up to decommissioning and deletion of information technology resources, in order to improve the effectiveness and efficiency of data processing operations of PT Bank JTrust Indonesia Tbk, and provide correct result, accurate, timely, and ensure confidentiality of information.

Structure and Membership

Referring to the changes in the organizational structure of PT Bank JTrust Indonesia Tbk due to the improvement process of the organization in implementing the principles of good corporate governance and adjusting to the current conditions of the Bank's business, changes was made in structure and composition of Technology Steering Committee in accordance with Board of Directors Decree No. 30.61/S.Kep-Dir-ITD/JTRUST/XI/2015 dated November 30, 2015 as follows:

Members of the Information Technology Steering Committee:

- Chairman and as member: Managing Director Information Technology
- Secretary and as member: Head of the Division of Information Technology
- Members:
 - Managing Director, Risk & Compliance
 - Managing Director of Corporate Business
 - EVP Finance & Operations
 - EVP Retail & Network
 - Head of Risk Management Unit

- Kepala Divisi Compliance & Legal
- Kepala Divisi Operation
- Kepala Divisi Financial Control
- Kepala Divisi Corporate Secretary

- Head of Compliance & Legal Division
- Head of Operation Division
- Head of Financial Control
- Head of Corporate Secretary

Tugas dan Tanggung Jawab

- 1) Memberikan rekomendasi kepada Direksi yang terkait dengan rencana strategis Teknologi Informasi (*Information Technology Strategic Plan*) yang searah dengan rencana strategis kegiatan usaha PT Bank JTrust Indonesia Tbk.
- 2) Memberikan rekomendasi kepada Direksi yang terkait dengan kesesuaian proyek-proyek Teknologi Informasi yang disetujui dengan Rencana Strategis Teknologi Informasi yang telah dibuat oleh PT Bank JTrust Indonesia Tbk dan juga menetapkan status prioritas proyek Teknologi Informasi serta bersifat kritikal (berdampak signifikan terhadap kegiatan operasional Bank).
- 3) Melakukan review dan evaluasi secara berkala atas implementasi proyek-proyek teknologi informasi yang dilakukan untuk memastikan keselarasan dengan rencana semula.
- 4) Memberikan rekomendasi kepada Direksi yang terkait dengan kesesuaian antara pelaksanaan proyek-proyek Teknologi Informasi dengan rencana proyek yang disepakati, agar sejalan dengan Rencana Bisnis Bank dan senantiasa mengupayakan investasi teknologi informasi yang memberikan nilai tambah kepada Bank.
- 5) Memberikan rekomendasi kepada Direksi tentang teknologi yang sesuai kebutuhan sistem informasi manajemen dan kegiatan usaha, dimana rekomendasi yang disampaikan memperhatikan faktor efisiensi, efektifitas serta hal-hal sebagai berikut:
 - a. Rencana pelaksanaan (*road map*) untuk mencapai kebutuhan teknologi informasi yang mendukung strategi bisnis Bank. *Road map* terdiri dari kondisi saat ini (*current state*), kondisi yang ingin dicapai (*future state*) serta langkah-langkah yang akan dilakukan untuk mencapai *future state*.
 - b. Sumber daya yang dibutuhkan.
 - c. Keuntungan/manfaat yang akan diperoleh saat rencana diterapkan.
- 6) Memberikan rekomendasi kepada Direksi yang terkait dengan efektivitas langkah-langkah meminimalkan risiko atas investasi Bank pada sektor Teknologi Informasi agar investasi tersebut memberikan kontribusi terhadap tercapainya tujuan bisnis Bank.
- 7) Memberikan rekomendasi kepada Direksi yang terkait dengan aktivitas pengawasan dan pemantauan atas kinerja Teknologi Informasi dan upaya peningkatannya.
- 8) Membantu Direksi dalam menetapkan penerapan prinsip-prinsip sistem pengawasan dan pengamanan terhadap penggunaan sistem dan aplikasi yang mengandung risiko tinggi, khususnya yang

Duties and Responsibilities

- 1) Provide recommendations to the Board of Directors related to the Information Technology Strategic Plan in line with the strategic plans of PT Bank JTrust Indonesia Tbk.
- 2) Provide recommendations to the Board of Directors related to the suitability of Information Technology (IT) projects approved by the Information Technology Strategic Plan formulated by PT Bank JTrust Indonesia Tbk and determine status of priority projects of Information Technology based on significance of impact on the Bank's operations,
- 3) Conduct periodic review and evaluation of the IT project implementation to ensure alignment with the original plan.
- 4) Provide recommendations to the Board of Directors related to the compatibility between the implementation of IT projects with the agreed project plan, in line with the Bank's Business Plan and constantly working on IT investment that adds value to the Bank.
- 5) Provide recommendations to the Board of Directors of technologies that fit the needs of management information systems and business activities, where the recommendations made are based on efficiency and effectiveness as follows:
 - a. The implementation plan (road map) to meet the needs of information technology supporting the Bank's business strategy. The road map is composed of the current state, the future state as well as measures to be undertaken to achieve the future state.
 - b. Resources needed.
 - c. Advantages/benefits that will be acquired when the plans are implemented.
- 6) Provide recommendations to the Board of Directors related to the effectiveness of measures to minimize the investment risk on the Bank's Information Technology sector so that these investments contribute to achieving the Bank's business objectives.
- 7) Provide recommendations to the Board of Directors related to the activities of supervision and monitoring of the performance of Information Technology and improvement efforts.
- 8) Assist the Board of Directors in determining the application of the principles of checks and safeguards against the use of systems and applications that contain high risk, especially regarding technology

menyangkut teknologi topologi jaringan, *database*, komputer mikro, dan komunikasi data.

- 9) Memberikan rekomendasi kepada Direksi yang terkait dengan upaya penyelesaian berbagai masalah terkait Teknologi Informasi, yang tidak dapat diselesaikan oleh satuan kerja pengguna dan penyelenggara secara efektif, efisien dan tepat waktu.
- 10) Membantu Direksi dalam menetapkan kebijakan dalam penggunaan Teknologi Informasi agar sesuai dengan kebutuhan dan kemampuan keuangan PT Bank JTrust Indonesia Tbk.
- 11) Membantu Direksi dalam menetapkan pengendalian manajemen yang meliputi perencanaan, penetapan kebijakan, standar dan prosedur, serta organisasi yang berkaitan dengan penggunaan Teknologi Informasi pada PT Bank JTrust Indonesia Tbk.
- 12) Membantu Direksi dalam menetapkan sistem kontrol terhadap sistem aplikasi Teknologi Informasi yang akan digunakan yang mencakup pengadaan, pengembangan, pengoperasian dan pemeliharannya.
- 13) Memberikan rekomendasi kepada Direksi dalam menetapkan vendor terkait penyelenggaraan Teknologi Informasi yang diserahkan kepada pihak ketiga, atas dasar *due diligence* dengan melakukan evaluasi dan menilai informasi-informasi yang terkait dengan penyedia jasa antara lain meliputi:
 - a. Eksistensi dan sejarah perusahaan.
 - b. Kualifikasi, latar belakang dan reputasi pemilik perusahaan.
 - c. Perusahaan lain yang menggunakan jasa yang sama dari penyedia jasa sebagai referensi.
 - d. Kondisi keuangan termasuk *review* atas laporan keuangan audited.
 - e. Kemampuan dan efektivitas pemberian jasa termasuk dukungan purna jual.
 - f. Teknologi dan arsitektur sistem.
 - g. Lingkungan pengendalian intern, sejarah pengamanan dan cakupan audit.
 - h. Kepatuhan terhadap hukum dan ketentuan yang berlaku.
 - i. Kepercayaan dan keberhasilan dalam berhubungan dengan sub kontraktor.
 - j. Jaminan asuransi.
 - k. Kemampuan untuk menyediakan disaster *recovery* dan *business continuity plan*.
 - l. Penerapan manajemen risiko.
 - m. Laporan hasil pemeriksaan pihak independen
 - n. Laporan hasil pemeriksaan pihak independen.
- 14) Melakukan analisa atas usulan pengembangan dan atau pembelian aplikasi/software yang diajukan oleh *End User*/unit kerja.

network topology, database, microcomputer, and data communications.

- 9) Provide recommendations to the Board of Directors on the efforts to resolve effectively, efficiently and timely, the various issues related to Information Technology, which are unsolved by the users and providers.
- 10) Assist the Board of Directors in setting policy in the use of Information Technology to meet the needs and financial capabilities of PT Bank JTrust Indonesia Tbk.
- 11) Assist the Board of Directors in setting management control includes planning, setting policy, standards and procedures, and organizations related to the use of Information Technology at PT Bank JTrust Indonesia Tbk.
- 12) Assist the Board of Directors in setting the control system to the application system that will use information technology which includes the procurement, development, operation and maintenance.
- 13) Provide recommendations to the Board of Directors in establishing the vendor related to the implementation of Information Technology submitted to a third party, on the basis of due diligence by evaluating and assessing the information relating to service providers include:
 - a. The existence and history of the company.
 - b. Qualifications, background and reputation of the owner of the company.
 - c. Another company that uses the same service from a provider as a reference.
 - d. Financial condition, including a review of the audited financial statements.
 - e. The ability and effectiveness of services, including after-sales support.
 - f. Technology and system architecture.
 - g. Internal control environment, history of security and audit coverage.
 - h. Compliance with laws and regulations.
 - i. Confidence and success in dealing with sub-contractors.
 - j. Insurance.
 - k. The ability to provide disaster recovery and business continuity plan.
 - l. Application of risk management.
 - m. Report the results of an independent party
- 14) Conduct analysis on the proposed development and or purchase applications/software submitted by *End User*/work units.

- 15) Analisa yang dimaksud pada angka 14) di atas sekurang-kurangnya terdiri atas:
- Tujuan pengembangan dan atau pembelian.
 - Tingkat kebutuhan dan kepentingan Bank untuk melakukan pengembangan dan atau pembelian.
 - Kesesuaian dengan Rencana Kerja Tahunan Bank.
 - Fitur-fitur pengamanan dan pengendalian yang terdapat pada aplikasi/*software*, perangkat keras/*hardware* dan jaringan komunikasi tersebut.
 - Maintenance dan support dari pihak vendor.
 - Aspek biaya dan manfaat.
 - Kecukupan kebijakan dan prosedur dalam penyelenggaraan teknologi informasi oleh pihak ketiga.
- 16) Membuat rekomendasi kepada Direksi sebagai hasil proses analisa yang dilakukan pada angka 14) dan 15).
- 17) Berkoordinasi dan menyampaikan kepada unit kerja terkait mengenai Rencana Strategis Teknologi Informasi (*Information Technology Strategic Plan*) yang mendukung kegiatan strategis usaha Bank, yang selanjutnya dijabarkan dalam Rencana Bisnis Bank.
- 18) Melakukan analisa terhadap perkembangan dan perubahan teknologi sistem informasi terutama di bidang perbankan.
- 19) Memberikan rekomendasi kepada Direksi terkait kesiapan *Disaster Recovery Center* (DRC), dimana tersedianya fasilitas pengganti pada saat Pusat Data (*Data Center*) mengalami gangguan atau tidak dapat berfungsi dan merekomendasikan diperlukannya pengujian secara berkala dalam mendukung keberlangsungan kegiatan usaha (*Business Continuity Plan*).
- 20) Mengkaji keefektifan rencana mitigasi risiko atas pelaksanaan investasi IT serta memastikan kontribusi investasi terhadap rencana bisnis Bank.
- 21) Melakukan penilaian diri sendiri/*self assessment* untuk efektivitas fungsi dari Komite Pengarah Teknologi Informasi.

Pelaksanaan Tugas dan Frekuensi Rapat

Selama tahun 2015, Komite Pengarah Teknologi Informasi telah melaksanakan 7 (tujuh) kali rapat dan melakukan berbagai program kerja yang membahas agenda sebagai berikut:

- 15) The analysis referred to in item 14) over at least consist of:
- The purpose of the development and or purchase.
 - Level of needs and interests of the Bank to perform the development and or purchase.
 - Compliance with the Bank's Annual Work Plan.
 - Features safeguards and controls contained in the application/*software*, hardware/*hardware* and the communications network.
 - Maintenance and support from vendors.
 - Aspects of costs and benefits.
 - Adequate policies and procedures in the implementation of information technology by third parties.
- 16) Make recommendations to the Board of Directors as a result of the analysis carried out in item 14) and 15).
- 17) Coordinate and communicate to the related units of the Strategic Plan for Information Technology (*Information Technology Strategic Plan*) that support the strategic activities of the Bank, which is further described in the Business Plan.
- 18) Conduct analysis of developments and changes in information technology systems, especially in banking.
- 19) Provide recommendations to the Board of Directors related to the readiness of the Disaster Recovery Center (DRC), where the availability of alternate facilities during Data Center (*Data Center*) impaired or can not function and recommend the need for periodic testing in support of the sustainability of business activities (*Business Continuity Plan*).
- 20) Assess the effectiveness of risk mitigation plan for the implementation of IT investment and ensure the contribution of investment to the Bank's business plan.
- 21) Conduct a self-assessment for the effective functioning of the Information Technology Steering Committee.

Duties and Frequency of Meetings

During 2015, the Information Technology Steering Committee has conducted seven (7) meetings and perform various work programs and discussed the following agenda:

No.	Tanggal Date	Agenda Pembahasan	Agenda
1	13 Maret 2015	<i>Disaster Recovery Center (DRC) outsourcing dan Domain Name.</i>	Disaster Recovery Center (DRC) outsourcing and Domain Name.
2	20 April 2015	Audit terhadap pengembangan sistem layanan internet banking.	Audit on the development of internet banking service system.
3	05 Mei 2015	Pengadaan chip card, <i>Human Resources Information System</i> dan Hardware SKN.	Procurement of chip card, Human Resources Information System and SKN Hardware.
4	03 Juli 2015	Pengadaan <i>Human Resources Information System</i> , Microsoft SAM dan MPN Gen2.	Procurement of Human Resources Information System, Microsoft SAM and MPN Gen2.
5	31 Juli 2015	Pengadaan aplikasi <i>Fixed Asset, Internet Banking Firewall</i> DRC, MPN Gen2, Penggantian <i>core banking</i> .	Procurement of Fixed Asset application, Internet Banking Firewall DRC, MPN Gen2, core banking replacement.
6	31 Agustus 2015	Pengadaan <i>change request (CR)</i> fitur <i>probability of default (PD)</i> , <i>Virtual Account</i> dan <i>IT Internal Risk Assessment</i> .	Procurement of change request (CR), featuring probability of default (PD), Virtual Accounts and Internal IT Risk Assessment.
7	04 Desember 2015	Pengadaan aplikasi <i>Central Bank Reporting</i> , Solusi <i>Active Directory</i> , Anti Virus, <i>Website enhancement</i> , <i>IBM maintenance</i> dan <i>scheduler</i> Garoon.	Procurement of Central Bank Reporting, Active Directory Solution, Anti Virus, Web site enhancement, IBM maintenance and Garoon scheduler applications.

4. Komite Human Resources

Struktur dan Keanggotaan

Kegiatan anggota Komite Human Resources telah dilaksanakan menyesuaikan dengan perubahan struktur organisasi PT Bank JTrust Indonesia Tbk yang berlaku, namun nama anggota Komite Human Resources berdasarkan Surat Keputusan (SK) Direksi No.01.03/S. Kep-DIR-HCMD/Mutiara/IX/2014 tanggal 01 September 2014 akan disesuaikan dengan perubahan struktur organisasi PT Bank JTrust Indonesia Tbk yang berlaku.

Sesuai SK Direksi dimaksud, maka susunan Anggota Komite Human Resources:

Ketua : Direktur Utama
 Anggota : Direktur Compliance & Legal
 Direktur Treasury & Institutional Banking
 Direktur Micro & Consumer Business
 Kepala Divisi Human Capital

Tugas dan Tanggung Jawab

Pada intinya, Komite Human Resources dibentuk dengan tujuan untuk memberikan rekomendasi kepada Direksi yang paling kurang terkait dengan rencana strategis mengenai ketenagakerjaan yang searah dengan rencana strategis kegiatan usaha bank, antara lain:

- Memastikan keselarasan Kebijakan *Human Resources* dengan strategi dan tujuan perusahaan.
- Menetapkan strategi untuk mempertahankan sumber dan mengembangkan *Human Resources* yang berkualitas.
- Membahas dan menyempurnakan berbagai kebijakan penting terkait bidang *Human Resources*.
- Menetapkan program yang akan dijalankan berkaitan dengan kebijakan *Human Resources*.

4. Human Resources Committee

Structure and Membership

The activities of Human Resources Committee have been implemented and aligned with the changes in the organizational structure of PT Bank JTrust Indonesia Tbk wherein members of the Human Resources Committee based on Decree (SK) No.01.03 BOD/DIR S.Kep HCMD/Mutiara/IX/2014 dated September 1, 2014 will be adjusted to changes in the organizational structure PT Bank JTrust Indonesia Tbk.

According to Board of Directors Decree, the composition of the Human Resources Committee is as follows:

Chairman: President Director
 Members:
 Director of Compliance & Legal
 Director of Treasury & Institutional Banking
 Director of Micro & Consumer Business
 Head of Human Capital

Duties and Responsibilities

In essence, the Human Resources Committee was formed in order to provide recommendations to the Board of Directors associated with the strategic plan of the human resources employment in line with the Bank's strategic plan, among others:

- Ensure Human Resources Policy alignment with the strategy and objectives of the company.
- Establish strategy to sustain and develop the Human Resources quality.
- Discuss and enhance variety of important policies related to Human Resources.
- Establish a program to be executed with regards to Human Resources policies.

Pelaksanaan Tugas dan Frekuensi Rapat

Selama tahun 2015, Komite Human Resources telah melaksanakan 12 (dua belas) kali rapat dan melakukan berbagai program kerja yang membahas agenda sebagai berikut:

Duties and Frequency of Meetings

During 2015, the Human Resources Committee has conducted twelve (12) meetings, performed various work programs and discussed the following agenda:

No.	Tanggal Date	Agenda Pembahasan	Agenda
1	08 Januari 2015	Usulan kenaikan COLA, usulan mutasi karyawan, dan lain-lain.	Proposal for increase in COLA, Proposal for transfer of employees and others.
2	27 Januari 2015	Usulan kandidat untuk kepala Divisi Retail & Medium Business; Usulan kandidat EVP Distribution Network; Usulan tunjangan jabatan bagi karyawan mutasi; perubahan kebijakan dan Memo SDM; Usulan skala <i>range</i> gaji untuk tahun 2015.	Proposal for candidate of the head of the Division of Retail & Medium Business; Proposal for candidate of the EVP of Distribution Network; Proposal for allowances for transferred employees; policy changes and human resources memo; Proposal for scale of salary ranges in 2015.
3	12 Maret 2015	Usulan pencabutan Memo Direksi mengenai Tunjangan Pendidikan; Usulan kandidat Capem Kemang; Usulan kandidat Dept. IT Development; Usulan promosi/rotasi/mutasi pada level pimpinan dan Dept. Head.	Proposal for revoking Memo from the Board of Directors regarding Education Allowance; Proposal for candidate of Sub Branch office Kemang; Proposal for promotion /rotation/ transfer at the level of Executives and Dept. Head.
4	14 April 2015	Usulan promosi/rotasi/mutasi pada level pimpinan dan lain-lain.	Proposal for promotion/rotation/transfer at the level of Executives and others.
5	05 Mei 2015	Usulan penggunaan konsultan <i>Human Capital</i> ; Usulan penerimaan karyawan <i>Special Hire</i> ; Usulan perpanjangan asuransi rawat inap karyawan; dan lain-lain.	Proposal for the use of Human Capital consultant; Proposal for Special Hire recruitment; Proposal for the extension of employee hospitalization insurance; and others.
6	06 Mei 2015	Tindak lanjut hasil audit khusus pelanggaran integritas Pimpinan Cabang (Sdri. TA).	Follow-up the results of special audit on integrity violation of Head of Branch (Ms TA).
7	22 Mei 2015	Struktur Organisasi Direktorat Asset Recovery; Mutasi Pimpinan Cabang/Capem Klender, Jatinegara, Jambi, Palembang & Green Ville; dan lain-lain.	Organizational Structure of the Directorate of Asset Recovery; the transfer of Head of Branch / Sub Branch of Klender, Jatinegara, Jambi, Palembang and Green Ville; and many others.
8	26 Juni 2015	Usulan Dept. Head UKPN Kantor Pusat (KYC/AML), usulan calon Dept. Head Product Development di SME Division; Usulan Division Head untuk SME Division; Usulan calon Pimpinan Cabang/Capem Puri Indah dan Greenville; Berakhir masa kontrak <i>advisor/staff</i> ahli bidang penyelesaian Kredit Bermasalah.	Proposal of Head of the Dept. of UKPN of the Head Office (KYC/AML), candidate of the Dept. Head of Product Development in the SME Division; Candidate of the Division Head of SME Division; candidate for the Branch/Sub Branch Manager of Puri Indah and Greenville; expiration of the Contract period of the advisor/expert staff for NPL settlement.
9	21 Agustus 2015	Usulan calon Pimpinan Cabang Palembang Kebumen dan perpanjangan kontrak pimpinan sebelumnya.	Candidate for Branch Manager of Palembang Kebumen and extension of the contract of previous managers.
10	03 Desember 2015	Usulan calon <i>Advisor Business Development</i> .	Candidate for Business Development Advisor.
11	10 Desember 2015	Usulan calon Wakil Pimpinan Cabang Bandung; Usulan calon Dept Senior Credit Risk Review Officer for Retail.	Candidate for Bandung Deputy Branch Manager; Proposed candidates for Senior Dept. Credit Risk Review Officer for Retail.
12	28 Desember 2015	Usulan penunjukan Pjs. Operation Division Head dan merangkap posisi sebagai Financial Control Division, SKMR Division Head, Pejabat Pemutus Kredit (PMK) setingkat Division Head, Anti Fraud Division Head dan merangkap Pjs. Human Capital Division Head.	Proposal for the appointment of Acting Operation Division Head and concurrently hold the position of Financial Control Division, SKMR Division Head, Credit Approval Officer (PMK) at the level of Division Head, Anti-Fraud Division Head and concurrently as Acting Human Capital Division Head.

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5. Komite Kredit

Proses kredit yang memperhatikan prinsip kehati-hatian dan penerapan *four eye principle* merupakan prinsip utama yang mendasari pengambilan keputusan kredit dimana setiap keputusan kredit minimal dilakukan oleh 2 (dua) orang pemegang kewenangan yang independen, berasal dari *business unit* atau *Special Asset Management* (SAM) di satu pihak, dan *Credit Risk Reviewer* (CRR) pada pihak lainnya.

5. Credit Committees

The credit process based on prudent principles and application of the four eye principle is the key underlying foundation in the decision making on loans where every decision is made by two independent parties with authority, from the business unit or the Special Asset Management (SAM) in the one hand, and Credit Risk Reviewers (CRR) on the other.

Inisiasi kredit dan pengajuan proposal kredit dilakukan oleh *business unit*. Dalam proses *review*, unit bisnis dapat meminta unit Credit Risk Reviewer untuk melakukan kunjungan proyek (OTS), khususnya dalam rangka menilai suatu permohonan kredit yang dinilai kompleks. Proposal atau inisiasi kredit dibuat secara lengkap oleh *business unit* sesuai dengan Pedoman Pelaksanaan Kredit bank dan ketentuan-ketentuan lain seperti *Memorandum procedure* yang mengatur mengenai SOP pemberian kredit.

Proses Persetujuan Kredit secara *four-eye* dilakukan oleh komite kredit sesuai limit kewenangannya.

Komite Kredit adalah komite yang terdiri dari pejabat yang memiliki wewenang memutus kredit dan atau memutus restrukturisasi kredit yang mewakili fungsi *business unit* dan *Credit Risk Reviewer*, dengan kewenangan memutus kredit yang memiliki kemampuan, kompetensi dan integritas.

Struktur dan Keanggotaan

Komite Kredit PT Bank JTrust Indonesia Tbk terdiri dari para pejabat pemutus kredit (*voting member*), pengusul, dan *non-voting member*.

Komite kredit membuat keputusan atas permohonan kredit debitur/calon debitur melalui rapat yang dihadiri oleh pejabat pemegang kewenangan memutus kredit sesuai limit yang ditetapkan, pengusul, dan dapat bersama dengan pejabat unit kerja/divisi lain, yaitu Divisi Compliance & Legal, dan Divisi Operation yang diminta opininya sesuai fungsi dan tugas dalam rapat tersebut sebagai *non-voting member*.

Disamping itu sesuai penetapan limit kredit, terdapat pula Pemegang Kewenangan Memutus Kredit (PKK) adalah individu yang diberi kewenangan memutus kredit disisi bisnis unit dibawah Managing Director Business/EVP Business dan *Credit Risk Reviewer* di bawah Managing Director/EVP Risk Management dengan limit yang ditetapkan oleh Direksi dalam rangka proses kredit secara *four eye principle*.

Dengan demikian sesuai limit kredit yang ditetapkan dalam Pedoman Pelaksanaan Kredit yang berlaku sejak tanggal 17 Desember 2015 (Ref. SK Direksi No.17.11/S.Kep-DIR-SKMR/JTRUST/XII/2015 tanggal 17 Desember 2015), kewenangan Komite Kredit PT Bank JTrust Indonesia Tbk terdiri atas:

Credit initiation and credit proposals are originated from the business unit. In the review process, the business unit may request the Credit Risk Reviewers to conduct project visits (OTS) to assess complex credit application. Proposal or credit initiation is made by business unit in accordance with the Bank's Credit Manual bank and other provisions such as the procedure memorandum governing SOP on credit.

Credit Approval Process based on the four-eye is performed by the credit committee with the appropriate authority limit.

Credit Committee is a committee of Bank's Officials who have the authority to decide on credit or loan restructuring representing business units that represent functions and Credit Risk Reviewer with loan approval authority who has the ability, competence and integrity.

Structure and Membership

Credit Committee of PT Bank JTrust Indonesia Tbk comprises of Credit Officials (*voting member*), those proposed and non-voting member.

Credit committee makes decision on credit application of debtor/new debtor through meeting attended by Officials with authority to decide on credit and the appropriate set limit, the person proposed, and can be shared with Officials of the Work Units, Compliance & Legal, and Operation whom opinions were requested in accordance to their functions and tasks as non-voting member.

In addition to the appropriate credit limit, the credit authority holders (PKK) are individuals who are given the authority to decide on credit business units under the Managing Director of Business/EVP Business and Credit Risk Reviewers under the Managing Director/EVP Risk Management with the limit set by the Board of Directors under the framework of the four eye principles credit process.

Therefore, the appropriate credit limit stipulated in the Credit Manual applicable from December 17, 2015 (Ref. SK Directors No. 17.11/S.Kep-DIR-SKMR/JTRUST/XII/2015 dated December 17, 2015), the authority of the Credit Committee of PT JTrust Bank Indonesia Tbk consist of:

Komite Kredit Kategori A

Komite Kredit Kategori A merupakan komite tertinggi dalam struktur kewenangan memutus kredit dan atau restrukturisasi kredit, minimal terdiri dari 2 (dua) pihak yaitu dari Direksi/EVP business unit/SAM dan Direksi/EVP Risk Management yang melakukan kajian atas rekomendasi tingkat pertama dan Komite bertanggung jawab memberikan keputusan kredit final sesuai limit kewenangannya melalui mekanisme Rapat Komite Kredit (RKK).

Anggota Komite Kredit Pemutus Kategori A, terdiri dari Komite Kredit Kategori A1, Komite Kredit Kategori A2 dan Komite Kredit Kategori A3 yang dibedakan berdasarkan kewenangan pemutusan kredit yang diberikan sebagai berikut:

Kategori A A Category			
Chairman	A1	A2	A3
Direktur Utama President Director	> Rp20 miliar > Rp20 billion		
MD Risk Management		> Rp10 miliar s/d. Rp20 miliar > Rp10 billion to Rp20 billion	
Direktur Director			> Rp2 miliar s/d. Rp10 miliar > Rp2 billion to Rp10 billion

Komite Kredit Kategori B

Adalah lembaga yang memutus kredit ditingkat kedua untuk *limit Division Head* yang terdiri dari 2 (dua) pihak yaitu dari business unit/SAM dan *Credit Risk Reviewer* dan memberikan rekomendasi pada usulan kredit dari tingkat pertama (minimal terdiri dari 2 (dua) pihak yaitu dari *business unit/SAM* dan *Credit Risk Reviewer*), yang melakukan kajian dan pemutusan awal terhadap kelayakan pemberian kredit, untuk selanjutnya diajukan kepada Komite Kredit kategori A melalui mekanisme RKK.

Komite setingkat Kepala Divisi yang bertanggung jawab atas kredit yang diputus sesuai dengan kewenangan limitnya atau dalam rangka merekomendasikan kepada Komite Kredit Kategori A melalui mekanisme Rapat Komite Kredit (RKK).

Dalam hal bertindak sebagai *recommending*, maka pengusul dapat memiliki atau tidak memiliki wewenang memutus kredit.

Category A Credit Committee

Category A Credit Committee is the highest authority in the structure to decide on credit and/or debt restructuring, must be at least by two parties, i.e of Directors/EVP business unit/SAM and Directors/EVP Risk Management who first review the recommendation and the committee responsible for providing the final credit decision in line with the appropriate authority limit through the mechanism of the credit Committee Meeting (RKK).

Members of the Credit Committee of Category A approval consists of Credit Committee Category A1, Credit Committee Category A2 and Credit Committee Category A3, which differs based on the credit authority as follows:

Credit Committee Category B

An institution that decides on credit level two for Division Head limit consists of two parties, namely from the business unit/SAM and Credit Risk Reviewers that provides recommendations to the credit proposal from the first level (on the proposed credit of the first degree (minimum consist of two parties, business unit/SAM and credit reviewer), who review and make early decision on the viability of credit to be proposed to the Category A Credit Committee through the Credit Committee Meeting (RKK) mechanism.

Committee at Division Head level in charge of credit decided in accordance with the limit authority or when recommending to the Credit Committee Category A through the Credit Committee Meeting mechanism.

When acting as recommending, the party proposed may or may not have the authority to decide the credit.

Batas Wewenang Memutus Kredit - Kategori B Limit of Authority for Credit Approval - B Category			
Segmen Kredit Credit Segment	Corporate & Linkage Business	Retail - SME, Consumer & Micro	SAM, Treasury & Institutional
Business Linkage Division	s/d Rp2,0 miliar up to Rp2,0 billion	-	-
Corporate/Commercial Business Division	s/d Rp2,0 miliar up to Rp2,0 billion	-	-
Retail Business Division	-	s/d Rp2,0 miliar up to Rp2,0 billion	-
Treasury & Institutional Division	-	-	s/d Rp2,0 miliar up to Rp2,0 billion
Special Asset Management Desk	-	-	-
PKK CRR Setingkat Division Head	s/d Rp2,0 miliar up to Rp2,0 billion	s/d Rp2,0 miliar up to Rp2,0 billion	s/d Rp2,0 miliar up to Rp2,0 billion

Batas wewenang memutus kredit segmen Micro, SME dan *Consumer* dibagi atas kategori AA, BB dan CC dan dilakukan *review* secara berkala sesuai kebutuhan minimal setiap 6 (enam) bulan sekali sebagai berikut:

Kategori AA:

Pemegang Kewenangan Memutus Kredit (PKK) SME dan Consumer sampai dengan Rp2 miliar, dan PKK segmen mikro sampai dengan Rp300 juta. PKK dari sisi Credit Risk Reviewer dengan jumlah kewenangan yang setara dengan PKK business unit.

Kategori BB:

Pemegang Kewenangan Memutus Kredit (PKK) SME dan Consumer sampai dengan Rp1 miliar, dan PKK segmen mikro sampai dengan Rp200 juta. PKK dari sisi *Credit Risk Reviewer* dengan jumlah kewenangan yang setara dengan PKK business unit.

Kategori CC:

Pemegang Kewenangan Memutus Kredit (PKK) SME dan Consumer sampai dengan Rp500 juta, dan PKK segmen mikro sampai dengan Rp100 juta. PKK dari sisi Credit Risk Reviewer dengan jumlah kewenangan yang setara dengan PKK business unit.

The authority limit for credit decision on segment Micro, SME and Consumer is divided into categories AA, BB and CC, to be reviewed periodically as necessary at least every six months as follows:

Category AA:

Credit authority holders (PKK) for SME and Consumer up to Rp2 billion, and the PKK for micro segment of up to 300 million. PKK of Credit Risk Reviewer with an equivalent authority of PKK business unit.

Category BB:

Credit authority holders (PKK) for SME and Consumer up to Rp1 billion, and the PKK for micro segment of up to Rp200 million. PKK of Credit Risk Reviewer with equivalent authority of PKK business unit.

Category CC:

Credit authority holders (PKK) for SME and Consumer up to Rp500 million, and the PKK for micro segment to Rp100 million. PKK of Credit Risk Reviewer with equivalent authority of PKK business unit.

Pemegang Kewenangan Memutus Kredit (PKK) Authorized person with Credit Approval	Kategori - Batas Wewenang Memutus Kredit Category - Limit of Authority for Credit Approval			
	Segmen	AA	BB	CC
Retail - SME & Consumer	> Rp1 miliar s.d Rp2 miliar > Rp1 billion to Rp2 billion	> Rp500 juta s.d Rp1 miliar > Rp500 million to Rp1 billion	s.d Rp500 juta up to Rp500 million	
Retail - Micro	> Rp200 juta s.d Rp300 juta > Rp200 million to Rp300 million	> Rp500 juta s.d Rp200 juta > Rp500 million to Rp200 million	s.d Rp500 juta up to Rp500 million	

Sedangkan keanggotaan Komite Kredit berdasarkan limit kredit adalah sebagai berikut:

While members of Credit Committee in accordance to limit are as follows:

Kategori Category	Pemutus Kredit Voting Member	Pengusul Proposed by	Non-Voting Member
A1	Direktur Utama dan 2 (dua) Direktur yaitu MD/EVP Corporate Business, Direktur/ EVP Risk Management atau 2 (dua) Direktur salah satunya Direktur/EVP Risk + 1 (satu) EVP Bisnis (tidak termasuk EVP Treasury dan Direktur bukan dari Direktur Compliance & Legal. Sedangkan EVP dapat dari EVP Distribution Network President Director and two (2) Directors, namely MD/EVP of Corporate Business, Director/EVP of Risk Management or two (2) Director of one of then is Director/EVP of Risk + 1 (one) EVP of Business (excluding EVP of Treasury and aside of Director of Compliance & Legal. EVP can be appointed from EVP of Distribution Network	Kepala Divisi Corporate-Commercial Business/Kepala Divisi SME/Retail, Consumer & Mikro Business/Kepala Divisi Linkage Business/Kepala Divisi Treasury & Institutional Banking/bersama Kepala Divisi Commercial Risk/Divisi CRR, PKK Risk Senior Staff Risk Reviewer sebagai recommending. Dalam hal Kepala Divisi Business Unit (pengusul) berhalangan hadir, dapat diwakilkan pada Deputy (wakil) + 1 (satu) Departement Head pengusul. Head of Corporate-Commercial Business Division/Head of SME/Retail, Consumer & Micro Business Division/Linkage Business Division Head/Head of Treasury & Institutional Banking accompanied by Head of Commercial Risk Division/CRR Division, PKK Risk Senior Staff Risk Reviewers as recommending. In the case of the Head of Division Business Unit (proposer) was unable to attend, can be represented by deputy (vice) + 1 (one) Department Head proposer.	Direktur Compliance & Legal atau EVP Finance & Operation, didampingi oleh: Kepala Divisi Operation/Deputy Kepala Divisi Compliance & Legal/Deputy Compliance & Legal Director or VP Finance & Operations, accompanied by: Operation Division Chief/Deputy Compliance & Legal Division Head/Deputy
A2	Minimal beranggotakan 2 (dua) Direktur (MD/EVP Corporate Business/ EVP Sponsor) dan Direktur/EVP Risk Management (kecuali Direktur Compliance & Legal) atau 1 (satu) Direktur/EVP Risk Management + 1 (satu) EVP Business Sponsor. Consisting of at least two (2) Director (MD/EVP of Corporate Business/EVP of Sponsor) and Director/EVP of Risk Management (except the Director of Compliance & Legal) or 1 (one) Director/ EVP of Risk Management + 1 (one) EVP of Business Sponsor.	Kepala Divisi Corporate-Commercial Business/Kepala Divisi SME, Consumer & Mikro Business/Kepala Divisi Linkage/Kepala Divisi Treasury & Institutional Banking/ bersama Kepala Divisi Commercial Risk/ Divisi CRR, PKK Risk Reviewer, Senior Staff Risk Reviewer sebagai Recommending. Dalam hal Kepala Divisi Business Unit (pengusul) berhalangan hadir, dapat diwakilkan pada Deputy (wakil) + 1 (satu) Departement Head pengusul. Head of Corporate-Commercial Business Division/Head of SME/Retail, Consumer & Micro Business Division/Linkage Business Division Head/Head of Treasury & Institutional Banking accompanied by Head of Commercial Risk Division/CRR Division, PKK Risk Senior Staff Risk Reviewers as recommending. In the case of the Head of Division Business Unit (proposer) was unable to attend, can be represented by deputy (vice) + 1 (one) Department Head proposer.	Direktur Compliance & Legal atau EVP Finance & Operation, didampingi oleh Kepala Divisi Operation/Deputy Kepala Divisi Compliance & Legal/Deputy Compliance & Legal Director or VP Finance & Operations, accompanied by: Operation Division Chief/Deputy Compliance & Legal Division Head/Deputy

Kategori Category	Pemutus Kredit Voting Member	Pengusul Proposed by	Non-Voting Member
A3	Minimal 1 (satu) Direktur/EVP Sponsor + 1 (satu) Direktur/EVP Risk. Atau 1 (satu) Direktur/EVP Risk + 1 (satu) Direktur/EVP Business diluar pengusul. Consisting of at least 1 (one) Director/EVP Sponsor). or 1 (one) Director/EVP of Risk + 1 (one) Director/EVP of Business who is not proposer	Kepala Divisi Commercial Business/Kepala Divisi SME & Mikro Business/Kepala Divisi Linkage Business/Kepala Divisi Consumer Business/Kepala Divisi Treasury & Institutional Banking/bersama Kepala Divisi Commercial Risk/Divisi CRR, PKK Risk Reviewer, Senior Staff Risk Reviewer sebagai Recommending atau Kepala Divisi Commercial Business/Kepala Divisi SME & Mikro Business/Kepala Divisi Linkage Business/Kepala Divisi Consumer Business/ Kepala Divisi Treasury & Institutional Banking, bersama Kepala Kantor Wilayah (kanwil) + Account Officer, bersama Kepala Divisi Commercial Risk/Divisi CRR, PKK Risk Reviewer, Senior Staff Risk Reviewer sebagai recommending. Head of Commercial Business Division/Head of SME & Micro Business Division/Linkage Business Division Head/Head of Treasury & Institutional Banking accompanied by Head of Commercial Risk Division/ CRR Division, PKK Risk Senior Staff Risk Reviewers as recommending or Head of Commercial Business Division/Head of SME & Micro Business Division/Linkage Business Division Head/Head of Treasury & Institutional Banking, accompanied by the Head of Regional Office (Regional Offices) + Account Officer, accompanied by Head of Commercial Risk Division/CRR Division, PKK Risk Senior Staff Risk Reviewers as recommending.	Kepala Divisi Operation/Deputy Kepala Divisi Compliance & Legal/Deputy Operation Division Head/Deputy Compliance & Legal Division Head/Deputy
B	Pemegang Kewenangan Memutus Kredit (PKK) Business dan Pemegang Kewenangan Memutus Kredit (PKK) Credit Risk. Business Credit Officer and Credit Risk Credit Officer.	Account Officer dan/atau Team Leader serta Kepala Cabang dan atau Kepala Kantor Wilayah serta Reviewer. Account Officer and/or the Team Leader and the Head of the Branch or Regional Office Head and Reviewer.	Tanpa Non Voting Member Without Non Voting Member
PKK AA	Pemegang Kewenangan Memutus Kredit (PKK) Business dan Pemegang Kewenangan Memutus Kredit (PKK) Credit Risk. Business Credit Officer and Credit Risk Credit Officer.	Account Officer dan/atau Team Leader serta Kepala Cabang dan atau Kepala Kantor Wilayah serta Reviewer. Account Officer and/or the Team Leader and the Head of the Branch or Regional Office Head and Reviewer.	Tanpa Non Voting Member Without Non Voting Member
PKK BB	Pemegang Kewenangan Memutus Kredit (PKK) Business dan Pemegang Kewenangan Memutus Kredit (PKK) Credit Risk Business Credit Officer and Credit Risk Credit Officer.	Account Officer dan/atau Team Leader serta Kepala Cabang dan atau Kepala Kantor Wilayah serta Reviewer. Account Officer and/or the Team Leader and the Head of the Branch or Regional Office Head and Reviewer.	Tanpa Non Voting Member Without Non Voting Member
PKK CC	Pemegang Kewenangan Memutus Kredit (PKK) Business atau Pemegang Kewenangan Memutus Kredit (PKK) Credit Risk Business Credit Officer and Credit Risk Credit Officer.	Account Officer dan atau Team Leader serta Kepala Cabang dan atau Kepala Kantor Wilayah serta Reviewer Account Officer and/or the Team Leader and the Head of the Branch or Regional Office Head and Reviewer.	Tanpa Non Voting Member Without Non Voting Member

Rapat Komite Kredit dinyatakan kuorum apabila dihadiri oleh Pengusul (*Recommending*), *Voting Member*, dan *Non Voting Member*.

Credit Committee Meeting declared a quorum if attended by the recommending Official, Voting Member and Non-Voting Member.

Tugas dan Tanggung Jawab

Komite Kredit bertanggung jawab untuk menelaah dan memberikan keputusan atas aplikasi/permohonan fasilitas kredit berdasarkan Batas Wewenang Memutus Kredit (BWMK) dalam rangka pemenuhan prinsip kehati-hatian pemberian kredit yang sehat, antara lain mencakup permohonan fasilitas kredit baru, penambahan fasilitas atau plafond kredit, perpanjangan fasilitas kredit, perubahan fasilitas kredit, penggantian agunan fasilitas kredit, perubahan jangka waktu fasilitas kredit/*Rescheduling*, restrukturisasi kredit bermasalah, dan sebagainya.

Keputusan kredit untuk Batas Wewenang Memutus Kredit (BWMK) dilaksanakan berdasarkan Rapat Komite Kredit (RKK) dan Pemegang Kewenangan Memutus Kredit (PKK) yang berpedoman pada Kebijakan Perkreditan Bank dan Pedoman Pelaksanaan Kredit Bank yang berlaku.

Pelaksanaan Tugas dan Frekuensi Rapat

Selama tahun 2015, Komite Kredit telah melaksanakan rapat sesuai kebutuhan dan permohonan kredit. Selanjutnya program kerja yang dilaksanakan adalah memastikan keputusan kredit dalam Rapat Komite Kredit (RKK) dan Pemegang Kewenangan Memutus Kredit (PKK) berdasarkan Batas Wewenang Memutus Kredit (BWMK) telah sesuai dengan pedoman pada Kebijakan Perkreditan Bank dan Pedoman Pelaksanaan Kredit PT Bank JTrust Indonesia Tbk yang berlaku.

IV. PENERAPAN FUNGSI KEPATUHAN BANK, AUDIT INTERN DAN AUDIT EKSTERN

4.1. Penerapan Fungsi Kepatuhan Bank

Pelaksanaan Fungsi Kepatuhan Bank berpedoman pada Peraturan Bank Indonesia (PBI) Nomor 13/2/PBI/2011 tanggal 12 Januari 2011 tentang "Pelaksanaan Fungsi Kepatuhan Bank Umum" yang berlaku sejak tanggal 1 September 2011.

Fungsi Kepatuhan adalah serangkaian tindakan atau langkah-langkah yang bersifat *ex-ante* (preventif) untuk:

- Mewujudkan terlaksananya Budaya Kepatuhan pada semua tingkatan organisasi dan kegiatan usaha Bank.
- Mengelola Risiko Kepatuhan yang dihadapi oleh Bank.
- Memastikan bahwa kebijakan, ketentuan, sistem, dan prosedur, serta kegiatan usaha Bank telah sesuai dengan ketentuan Bank Indonesia/Otoritas Jasa Keuangan dan peraturan perundang-undangan yang berlaku.

Duties and Responsibilities

Credit Committee is responsible for reviewing and making decision on applications/requests for credit facility based on the Authority Limit for Credit Decision (BWMK) in order to meet the prudent principles when providing sound credit decision, among others include request for new credit facility, additional facility or credit limit, an extension of credit facility, changes in credit facilities, collateral replacement of the credit facility, changes in the terms of credit facility/*Rescheduling*, loan impairment, debt restructuring, and so forth.

Credit decision on the Authorized limit for Credit Decision is implemented based on the Credit Committee Meeting held by the Limit Holders for Credit Decision (PKK) as guided by the Bank's Credit Policy and the Bank's applicable credit process.

Implementation of Duties and Meeting Frequency

During 2015, the Credit Committee has held meetings as required and based on loan application. The work undertaken was to make credit decisions in the Credit Committee Meeting (RKK) and attended by the credit authority holders (PKK) based on Authorized Limits for Credit Decision (BWMK) in accordance with the guidelines of the Bank's Credit Policy Bank and the Credit Manual.

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IV. IMPLEMENTATION OF COMPLIANCE, INTERNAL AUDIT AND EXTERNAL AUDIT OF THE BANK

4.1 Implementation of Compliance Function of the Bank

Implementation of Bank Compliance Function is guided by Bank Indonesia Regulation (PBI) No. 13/2/PBI/2011 dated January 12, 2011 on "Implementation of Compliance Function in Commercial Bank" effective as of September 1, 2011.

Compliance function is a series of tasks or steps that are preventive in nature to:

- Embed and implement compliance culture at all levels of the organization and activities of the Bank.
- Manage compliance risks faced by the Bank.
- Ensure policies, regulations, systems and procedures, as well as the business activities of the Bank are in accordance with the provisions of Bank Indonesia/ Financial Services Authority and the prevailing legislation.

- d. Memastikan kepatuhan Bank terhadap komitmen yang dibuat oleh Bank kepada Bank Indonesia/Otoritas Jasa Keuangan dan/atau otoritas pengawas lain yang berwenang.

Dalam menjalankan usahanya, PT Bank JTrust Indonesia Tbk mempunyai komitmen yang kuat untuk senantiasa mematuhi ketentuan Bank Indonesia/Otoritas Jasa Keuangan dan peraturan perundang-undangan lainnya yang berlaku. Fungsi kepatuhan yang bersifat permanen merupakan unsur yang penting dalam meminimalkan risiko kepatuhan dan membangun budaya kepatuhan. Agar fungsi kepatuhan dapat berjalan dengan baik, Dewan Komisaris dan Direksi juga memegang peranan penting melakukan pengawasan aktif yang antara lain dilakukan dalam bentuk persetujuan atas kebijakan dan prosedur, pelaporan secara periodik, dan permintaan penjelasan. Fungsi Kepatuhan yang bersifat *ex-ante* (sebelum terjadi *event* yang tidak diharapkan) hendaknya dapat terlaksana secara menyeluruh (*comprehensive*), yaitu tidak hanya melalui tersedianya kebijakan/peraturan, Standar Operasional Prosedur (SOP), tetapi juga pencegahan langsung oleh para pelakunya. Hal ini dapat tercipta jika telah terjadi internalisasi budaya kepatuhan secara menyeluruh bagi seluruh karyawan sehingga karyawan juga diharapkan memiliki kesadaran atas risiko di masing-masing unit kerjanya.

Perkembangan tantangan dan risiko usaha bank yang semakin besar, maka diperlukan berbagai macam upaya untuk memitigasi risiko tersebut. Upaya-upaya tersebut dapat bersifat *ex-ante* maupun *ex-post*. Upaya yang bersifat *ex-ante* sangat diperlukan untuk mengurangi atau memperkecil potensi risiko kegiatan usaha bank yang diperkirakan akan terjadi. Oleh karena itu PT Bank JTrust Indonesia Tbk senantiasa berupaya meningkatkan peran dan Fungsi Kepatuhan, serta satuan kerja kepatuhan dalam pengelolaan Risiko Kepatuhan.

Peran Dewan Komisaris dan Direksi

Dewan Komisaris wajib melakukan pengawasan aktif terhadap pelaksanaan Fungsi Kepatuhan di Bank, dengan:

- a. Mengevaluasi pelaksanaan Fungsi Kepatuhan Bank paling kurang 2 (dua) kali dalam satu tahun melalui laporan pelaksanaan tugas yang disampaikan oleh Direktur yang Membawahkan Fungsi Kepatuhan maupun laporan mengenai pelaksanaan Fungsi Kepatuhan Bank yang disampaikan oleh Divisi/Satuan Kerja Kepatuhan. Untuk melaksanakan evaluasi yang tepat dan akurat dapat dilakukan melalui rapat-rapat, baik rapat Dewan Komisaris, rapat Direksi maupun rapat komite-komite.

- d. Ensure the Bank is in compliance with the commitments made to Bank Indonesia/Financial Services Authority and/or other relevant supervisory authority.

In conducting its business, PT Bank JTrust Indonesia Tbk has strong commitment to comply with the provisions of Bank Indonesia/Financial Services Authority and other legislation in force. Permanent compliance function is an essential element in minimizing compliance risk and building compliance. In order Compliance to work well, the Board of Commissioners and Board of Directors have an important role in actively supervise among others approving policies and procedures, periodic reports, and requesting explanation. Compliance function is preventive and anticipative in nature, and are carried out thoroughly (comprehensive), not only through enforcing policies/regulations and standard operating procedures (SOP), but also directly preventing the perpetrators. This environment only can be created if there has been an internalization of comprehensive compliance culture to all employees so they become well aware of the risks in each of its businesses.

To address the increased challenges and risks of the bank's business, requires various efforts to mitigate risk. Such efforts can be both preventive and reactive. Preventive efforts are necessary to reduce or minimize the potential risk of the bank's business activities with likelihood to occur. Accordingly, PT Bank JTrust Indonesia Tbk strives to improve the role and compliance function, including managing the compliance related Risk.

The Role of the Board of Commissioners and Board of Directors

The Board of Commissioners is required to actively monitor the implementation of compliance function at the Bank through

- a. Evaluating the implementation of Bank Compliance Function at least 2 (two) times a year through the implementation report submitted by the Director responsible for Compliance Function and the implementation report submitted by the Division/Compliance Unit. The appropriate and accurate evaluation are carried out through the Board of Commissioners, Board of Directors and Committee meetings.

b. Berdasarkan hasil evaluasi pelaksanaan Fungsi Kepatuhan, Dewan Komisaris menyampaikan saran-saran dalam rangka meningkatkan kualitas pelaksanaan Fungsi Kepatuhan Bank kepada Direktur Utama dengan tembusan kepada Direktur yang membawahkan Fungsi Kepatuhan.

Direksi berkewajiban:

- 1) Menumbuhkan dan mewujudkan terlaksananya Budaya Kepatuhan pada semua tingkatan organisasi dan kegiatan usaha Bank.
- 2) Memastikan terlaksananya Fungsi Kepatuhan Bank.

Kerangka Kerja Kepatuhan (*Compliance Framework*)

Kerangka Kerja Kepatuhan menyajikan kebijakan dan pedoman/Standar Operasional Prosedur kepatuhan serta pengawasan bagi Bank. Kebijakan dan Pedoman Kepatuhan ini bertujuan untuk memastikan ketaatan pada hukum, peraturan, perundang-undangan, kebijakan internal dan kode etik dan pedoman tingkah laku. Kebijakan dan Pedoman disusun sesuai dengan Peraturan Bank Indonesia (PBI) Nomor 13/2/PBI/2011 tanggal 12 Januari 2011 tentang Pelaksanaan Fungsi Kepatuhan Bank Umum, dan *best practice* yang berlaku dalam rangka mengidentifikasi, menilai, *memonitor* dan mengontrol risiko kepatuhan secara terus menerus di seluruh kegiatan usaha dan aktivitas di Bank.

Bank melaksanakan upaya/inisiatif strategis sebagai tolak ukur pelaksanaan mitigasi risiko kepatuhan sejalan dengan perkembangan, tantangan serta risiko usaha Bank yang semakin besar dan kompleks. Upaya yang dilakukan dapat bersifat *ex-ante* maupun *ex-post*.

Fungsi Kepatuhan maupun peran satuan kerja kepatuhan kedepannya selain memiliki kemampuan pemantauan yang bersifat *ex-ante* serta melakukan pengelolaan Risiko Kepatuhan secara berkesinambungan selaras dengan penerapan manajemen risiko di Bank secara keseluruhan.

Kunci Keberhasilan dan Tantangan dalam Penerapan Fungsi Kepatuhan

PT Bank JTrust Indonesia Tbk terus berupaya meningkatkan sinergi antara fungsi kepatuhan dan fungsi bisnis dapat terjaga dan tetap berjalan dengan baik apabila serangkaian faktor kunci keberhasilan (*key success factor*) dapat dipenuhi, yaitu:

- **Start From The Top**
Komitmen tinggi dari Direksi dan Dewan Komisaris, termasuk para pejabat eksekutif organisasi tersebut. Keberadaan kebijakan dan prosedur kepatuhan

b. Based on the results of the evaluation of the compliance function, the Board of Commissioners make recommendation to improve the quality of the Bank Compliance Function to the Managing Director with a copy to the Director in charge of Compliance Function.

The Board of Directors will:

- 1) Implement and grow the Compliance Culture at all levels of the organization and activities of the Bank.
- 2) Ensure the implementation of Bank Compliance Function.

Compliance Framework

Compliance Framework presents the policies and guidelines/standard operating procedures for compliance and supervision of the Bank. Policy and Compliance Manual is intended to ensure compliance with laws, regulations, legislation, internal policies and codes of conduct and behavioral guidelines. Policies and Guidelines are prepared in accordance with Bank Indonesia Regulation (PBI) No. 13/2/PBI/2011 dated January 12, 2011 on the Implementation of Compliance Function for Commercial Bank, and best practice in order to continually identify, assess, monitor and control compliance risk in all businesses and activities of the Bank.

Bank carry out strategic initiatives to measure the implementation of mitigating compliance risk in line with the development and increased complexity, challenges and risks of the Bank's business. Efforts are preventory and anticipatory in nature.

The future of compliance function and role of the compliance work unit in addition to monitor preventory and anticipatory capabilities, is to perform Compliance Risk management on an ongoing basis in line with the implementation of risk management of the Bank as a whole.

Key Success and Challenges in the Implementation of Compliance Function

PT Bank JTrust Indonesia Tbk continuously strives to improve the synergy between the compliance function and business functions given the following key success factors are maintained and implemented namely:

- **Start From The Top**
The high commitment of the Board of Commissioners, Board of Directors, and Executive Officers of the organization. The prevailing compliance policies

yang telah ditetapkan harus diupayakan semaksimal mungkin oleh seluruh jajaran manajemen sesuai dengan tugas, tanggung jawab dan wewenangnya masing-masing.

- **Compliance Culture**

Adanya budaya 'patuh' disemua jajaran pekerja dan manajemen merupakan salah satu faktor penentu keberhasilan dalam menjaga strategi sinergi antara fungsi kepatuhan dan fungsi bisnis sebagaimana diinginkan. Secara konkrit untuk menjamin bahwa kepatuhan telah disepakati sebagai salah satu budaya perusahaan, maka perlu dituangkan dalam berbagai ketentuan internal bank yang berlaku, antara lain dalam ketentuan GCG, kode etik, serta kebijakan dan prosedur kepatuhan lainnya. Dengan demikian penerapannya dapat dipantau dan ditingkatkan.

- **Compliance Procedure and Policy in Place**

Keberadaan kebijakan dan prosedur kepatuhan formal merupakan kunci keberhasilan karena hal tersebut mencerminkan kesiapan dan kesungguhan suatu organisasi untuk menerapkan fungsi kepatuhan sebagaimana diamanatkan oleh regulator. Di dalam kebijakan dan prosedur kepatuhan tersebut harus jelas tergambar uraian tugas, tanggung jawab dan wewenang fungsi kepatuhan dalam mengelola risiko yang dihadapi oleh organisasi, termasuk tata cara pengelolaan isu-isu utama risiko yang mencakup proses identifikasi, pengukuran, penilaian dan mitigasi risiko kepatuhan.

- **People and Infrastructure**

Faktor kunci keberhasilan penerapan fungsi kepatuhan di suatu organisasi pada akhirnya akan bertumpu pada keberadaan sumber daya manusia dan infrastruktur lainnya seperti teknologi sistem informasi baik untuk pelaporan maupun penyimpanan data. Dalam hal ini perlu dicermati kondisi sumber daya manusia, dalam artian diperlukan sumber daya manusia yang memiliki multi-talent atau skills mengingat isu-isu kepatuhan yang demikian luas cakupannya dan senantiasa berubah secara dinamis.

Direktur yang Membawahkan Fungsi Kepatuhan

PBI Nomor 13/2/PBI/2011 yang merupakan penyempurnaan dari PBI Nomor 1/6/PBI/1999 adalah kebijakan yang dikeluarkan oleh Bank Indonesia (BI) mencakup penyempurnaan dari segi organisasi di perbankan, tugas dan tanggung jawab semua pihak yang terkait dalam pelaksanaan fungsi kepatuhan, sesuai dengan kerangka manajemen risiko, dalam mendukung terciptanya budaya kepatuhan. Berdasarkan

and procedures are fully adhered to at all levels of management in accordance with the duties, responsibilities and authority of each.

- **Compliance Culture**

The existence of 'compliance' culture across the ranks of the employees and management is one of the critical success factors in maintaining synergy between the compliance and the business function. In concrete terms, to ensure that compliance is embedded as one of the element of corporate culture, it is necessary to set forth in the Bank's various provisions and internal application among others rules in good corporate governance, code of conduct, as well as other compliance policies and procedures which in turn enabling the implementation to be monitored and improved.

- **Compliance Procedure and Policy in Place**

The existence of formal compliance policies and procedures is a key to success because it reflects the readiness and seriousness of an organization to implement compliance functions as mandated by the regulator. These compliance policies and procedures should be clearly illustrated describing duties, responsibilities and authority of the compliance function in managing the risks faced by the organization, including the procedures for managing the main issues of risk that includes the identification, measurement, assessment and mitigation of compliance risk.

- **People and Infrastructure**

A key factor in successful implementation of the compliance function of an organization relies on human resources and other infrastructure such as information systems and technology both for reporting and data storage. In this respect the required human resources include having multi-talent or skills considering compliance issues are so broad in scope and dynamically changing.

Director responsible for Compliance function

PBI No. 13/2/PBI/2011 which is an refinement of PBI No. 1/6/PBI/1999 is a policy issued by Bank Indonesia (BI) which includes improvement in terms of organization in banking, duties and responsibilities of all parties involved in the implementation of compliance functions, in accordance with the risk management framework, in

pada peraturan tersebut, tugas dan tanggung jawab yang dimiliki oleh Direktur yang Membawahkan Fungsi Kepatuhan adalah:

- a. Merumuskan strategi guna mendorong terciptanya Budaya Kepatuhan Bank.
- b. Mengkaji dan mengusulkan kebijakan kepatuhan atau prinsip-prinsip kepatuhan yang akan ditetapkan oleh Direksi.
- c. Menetapkan sistem dan prosedur kepatuhan yang akan digunakan untuk menyusun ketentuan dan pedoman internal Bank.
- d. Mengkomunikasikan kebijakan dan prosedur kepada unit kerja/karyawan melalui Surat Edaran atau internal memo maupun internal email.
- e. Memastikan bahwa seluruh kebijakan, ketentuan, sistem, dan prosedur, serta kegiatan usaha yang dilakukan Bank telah sesuai dengan ketentuan Bank Indonesia berdasarkan prinsip kehati-hatian Bank, *Good Corporate Governance* dan peraturan perundang-undangan yang berlaku.
- f. Meminimalkan Risiko Kepatuhan Bank.
- g. Melakukan berbagai upaya perbaikan dan penyempurnaan terhadap ketentuan internal serta mekanisme sistem pelaporan dan pengendalian intern.
- h. Melakukan tindakan pencegahan agar kebijakan dan/atau keputusan yang diambil Direksi Bank tidak menyimpang dari ketentuan Bank Indonesia dan peraturan perundang-undangan yang berlaku.
- i. Melakukan tugas-tugas lainnya yang terkait dengan Fungsi Kepatuhan, antara lain memantau dan menjaga kepatuhan Bank terhadap komitmen yang dibuat oleh Bank kepada Bank Indonesia maupun otoritas pengawas lainnya yang berwenang.

Tugas dan tanggung jawab tersebut tidak menghilangkan hak dan kewajiban Direktur yang Membawahkan Fungsi Kepatuhan sebagai anggota Direksi Bank sebagaimana diatur dalam Undang-Undang tentang Perseroan Terbatas.

PT Bank JTrust Indonesia Tbk dalam rangka menegakkan pelaksanaan prinsip kehati-hatian dalam pengelolaan Bank dan untuk memastikan agar Bank mematuhi semua Peraturan Bank Indonesia serta peraturan perundang-undangan yang berlaku, telah memiliki seorang Direktur yang Membawahkan Fungsi Kepatuhan yang merupakan anggota Direksi yang penunjukannya telah memenuhi persyaratan independensi dan kriteria lain yaitu:

1. Tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga sampai derajat kedua dengan anggota Dewan Komisaris, Direksi, dan/atau Pemegang Saham Pengendali atau hubungan dengan Bank yang dapat mempengaruhi kemampuannya untuk bertindak independen.
2. Tidak ada rangkap jabatan dengan Direktur Utama dan/atau Wakil Direktur Utama.

support of creating a compliance culture. Based on these regulations, the duties and responsibilities of Director in charge of compliance function are:

- a. Formulate strategies to encourage creation of compliance culture.
- b. Study and recommend compliance policy or principles to be endorsed by the Board of Directors.
- c. Establish systems and compliance procedures to be used to draft rules and internal guidelines of the Bank.
- d. Communicate the policies and procedures to unit and employees through Circular Letter or internal memos and internal email.
- e. Ensure that all policies, regulations, systems and procedures, as well as business activities conducted by the Bank are in accordance with the provisions of Bank Indonesia based on the principle of prudence, Good Corporate Governance and the prevailing legislation.
- f. Minimize the Bank's Compliance Risk.
- g. Improve and refine the internal regulations and the mechanisms for reporting and internal control systems.
- h. Take precautions to ensure that policies and/or decisions made by the Board of Directors do not deviate from the provisions of Bank Indonesia and the prevailing legislation.
- i. Perform other tasks related to the compliance function, among others, monitor and maintain the Bank's compliance to the commitments made by the Bank to Bank Indonesia or other related supervisory authorities.

Duties and responsibilities does not eliminate the rights and obligations of the Director in charge of compliance function as member of the Board of Directors of the Bank as stipulated in the Law on Limited Liability Companies.

To enforce implementation of prudence principle in the managing the Bank and ensure the Bank complies with all Bank Indonesia regulations and prevailing legislation, the Bank has a Director in charge of the compliance function which is a member of the Board of Directors whose appointment has met the independence requirements and other criteria, namely:

1. Has no financial, management, ownership, and/or family relationship to the second degree with members of the Board of Commissioners, Board of Directors and/or Controlling Shareholders or relationship with the Bank that may affect the ability to act independently.
2. No concurrent post as another Director and/or Deputy Director.

3. Tidak membawahkan fungsi-fungsi:
 - a. Bisnis dan operasional (kegiatan penghimpunan dan/atau penyaluran dana dan kegiatan keagenan).
 - b. Manajemen risiko yang melakukan pengambilan keputusan pada kegiatan usaha Bank.
 - c. Treasury.
 - d. Keuangan dan akuntansi.
 - e. Logistik dan pengadaan barang/jasa.
 - f. Teknologi informasi.
 - g. Audit Intern.
4. Memiliki integritas dan pengetahuan yang memadai mengenai ketentuan Bank Indonesia dan peraturan perundang-undangan yang berlaku.

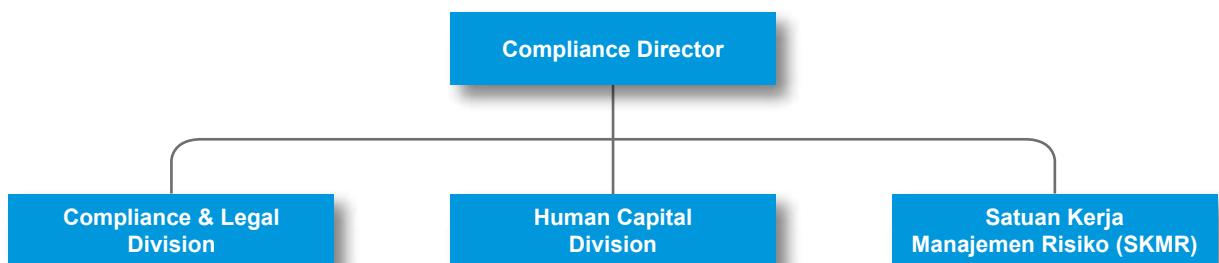
3. Not responsible for the following functions:
 - a. Operational and business (activities of collection and/or distribution of funds and agency related activities
 - b. Risk management, taking decision for the Bank's business activities.
 - c. Treasury.
 - d. Finance and accounting.
 - e. Logistics and procurement of goods/services.
 - f. Information Technology.
 - g. Internal Audit.
4. Have integrity and a sufficient knowledge of the regulations of Bank Indonesia and the prevailing legislation.

Struktur Organisasi unit kerja di bawah Direktur yang Membawahkan Fungsi Kepatuhan untuk Tahun 2015, antara lain berdasarkan:

- Surat Keputusan (SK) Direksi No.21.01/S.Kep-Dir-HRMD/Mutiara/II/2015 tanggal 21 Januari 2015, Direktur Kepatuhan membawahi Divisi Compliance (CPD), Divisi Legal (LGD), dan Divisi Human Capital.
- Diubah dengan SK Direksi No.13.09/S.Kep-DIR-HCD/JTrust/VII/2015 tanggal 13 Juli 2015, Direktur Kepatuhan tetap membawahi Divisi Compliance (CPD), Divisi Legal (LGD), dan Divisi Human Capital (HCD).
- Terakhir diubah lagi dengan SK Direksi No.01.06/S.Kep-DIR-HCD/JTrust/X/2015 tanggal 01 Oktober 2015, dimana LGD digabung dengan CPD menjadi nama Divisi Compliance & Legal (CPD) sehingga Direktur Kepatuhan membawahi Divisi Compliance & Legal (CPD), Divisi Human Capital (HCD), dan Satuan Kerja Manajemen Risiko (SKMR), dengan ilustrasi gambar sebagai berikut:

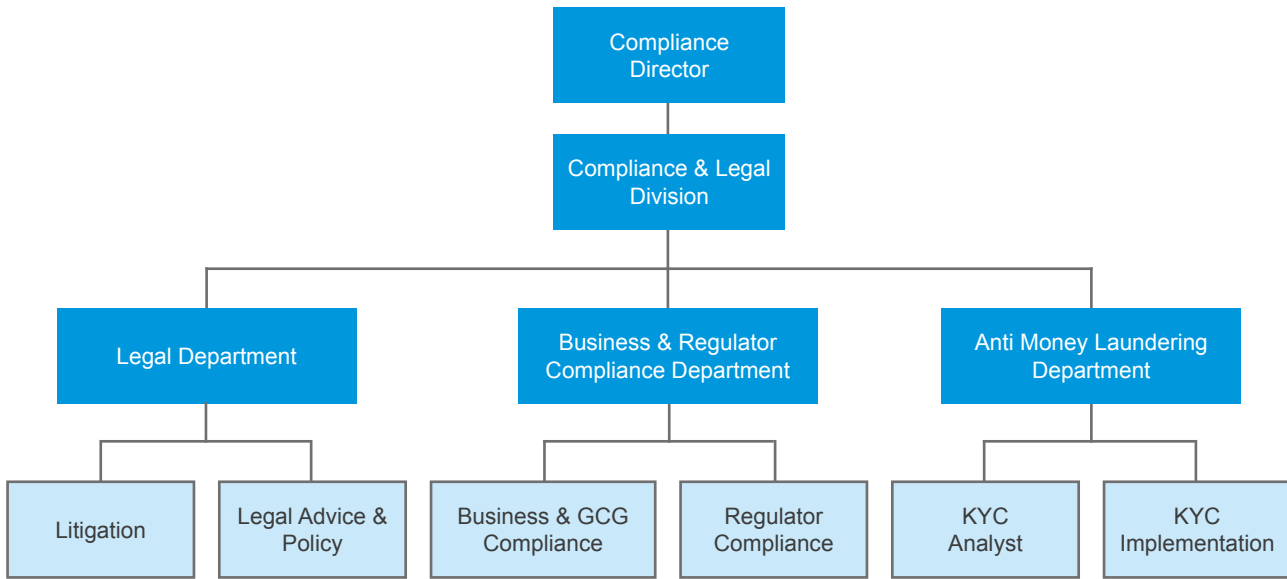
Organizational Structure under the Director responsible for the compliance function for 2015, among others is based on:

- Board of Directors Decree (SK) No. 21.01/S.Kep-Dir-HRMD/Pearl/II/2015 dated January 21, 2015, the Director of Compliance oversees Compliance Division (CPD), Legal Division (LGD), and Division of Human Capital.
- Amended by Board of Directors Decree No. 13.09/S.Kep-DIR-HCD/JTrust/VII/2015 dated July 13, 2015, the Director of Compliance Division continue to oversees Compliance (CPD), Legal Division (LGD), and Human Capital Division (HCD)
- Latest amendment with Board of Directors Decree (SK) Directors No. 01.06/S.Kep-DIR-HCD/JTrust/X/2015 dated October 1, 2015, where LGD combined with CPD to be named Compliance & Legal Division (CPD) and the Director of Compliance Division oversees, Compliance & Legal (CPD), Human Capital Division (HCD), and the Risk Management Unit (SKMR), illustrated as follows:



Struktur Organisasi Divisi Kepatuhan & Legal (*Compliance & Legal Division*) PT Bank JTrust Indonesia Tbk

Organization structure of Compliance and Legal Division PT Bank JTrust Indonesia Tbk



Keterangan:
Struktur Organisasi Divisi Kepatuhan & Legal (Compliance & Legal Division) PT Bank JTrust Indonesia Tbk berdasarkan Memo No. 331/MEMO/CPD/IX/2015 tanggal 18 September 2015.

Notes:
Compliance & Legal Division Organization Structure of PT Bank JTrust Indonesia Tbk based on Memo No. 331/MEMO/CPD/IX/2015 dated September 18, 2015.

Dalam melaksanakan tugas dan tanggung jawabnya, Direktur yang Membawahkan Fungsi Kepatuhan dibantu oleh Kepala Divisi Kepatuhan & Legal (*Compliance & Legal Division Head*) dengan Wakil Kepala Divisi Kepatuhan & Legal (*Compliance & Legal Deputy Division Head*) yang membawahi Unit Kerja Legal, Satuan Kerja Kepatuhan (meliputi Unit Kerja Business & GCG Compliance, dan *Regulator Compliance*), serta Unit Kerja *Anti Money Laundering*.

In carrying out its duties and responsibilities, the Director in charge of compliance function is assisted by the Head of Compliance & Legal (Compliance & Legal Division Head) with Deputy Head of Compliance & Legal (Compliance & Legal Deputy Division Head) in charge of Legal work unit, Compliance Unit (includes the Business & GCG Compliance, and Regulatory Compliance work units), as well as the Anti-Money Laundering work unit.

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Kepala Divisi/Satuan Kerja Kepatuhan (*Compliance Division Head*)

Sesuai Peraturan Bank Indonesia yang berlaku maka Kepala Satuan Kerja Kepatuhan atau Kepala Divisi Kepatuhan (*Compliance Division Head*) PT Bank JTrust Indonesia Tbk telah memenuhi kriteria yaitu:

- Memenuhi persyaratan independensi.
- Menguasai ketentuan Bank Indonesia dan peraturan perundang-undangan yang berlaku.
- Tidak melaksanakan tugas lainnya di luar Fungsi Kepatuhan atau tidak merangkap jabatan struktural lain.
- Memiliki komitmen yang tinggi untuk melaksanakan dan mengembangkan Budaya Kepatuhan (*compliance culture*).

Pengangkatan, pemberhentian, atau penggantian Kepala Divisi Kepatuhan (*Compliance Division Head*) telah dilaporkan kepada Bank Indonesia/OJK yang mengacu ketentuan pelaporan bagi Pejabat Eksekutif mengenai Bank Umum.

Compliance Division Head

In accordance to prevailing Bank Indonesia Regulation the Chief Compliance Unit or Compliance Division Head of PT Bank JTrust Indonesia Tbk has met the criteria, namely:

- Meets the independence requirements.
- Understand the Bank Indonesia regulations and the prevailing legislation.
- Does not perform other duties beyond compliance function or does not hold any other structural position.
- Have a strong commitment to implement and develop compliance culture.

The appointment, dismissal, or replacement of the Head of Compliance Division (Compliance Division Head) has been reported to Bank Indonesia/FSA referring to the reporting requirements of the Executive Officers of Commercial Banks.

Divisi/Satuan Kerja Kepatuhan

PT Bank JTrust Indonesia Tbk telah membentuk Satuan Kerja Kepatuhan yang mempunyai kedudukan setingkat Divisi dan bertanggung jawab kepada Direktur yang Membawahkan Fungsi Kepatuhan sebagai unit kerja yang bersifat independen yaitu:

- a. Dibentuk secara tersendiri di Kantor Pusat Bank, namun melaksanakan tugasnya di seluruh jaringan kantor Bank.
- b. Bebas dari pengaruh satuan kerja lainnya.
- c. Mempunyai akses langsung pada Direktur yang Membawahkan Fungsi Kepatuhan.

Pejabat dan staf di Divisi/Satuan Kerja Kepatuhan tidak ada yang ditempatkan pada posisi menghadapi *conflict of interest* dalam melaksanakan tanggung jawab Fungsi Kepatuhan.

Dalam rangka melaksanakan Fungsi Kepatuhan Bank, Divisi/Satuan Kerja Kepatuhan memiliki tugas dan tanggung jawab antara lain:

- a. Membuat langkah-langkah dalam rangka mendukung terciptanya Budaya Kepatuhan pada seluruh kegiatan usaha Bank pada setiap jenjang organisasi.
- b. Berkoordinasi dengan Satuan Kerja Manajemen Risiko untuk melakukan identifikasi, pengukuran, monitoring, dan pengendalian terhadap Risiko Kepatuhan dengan mengacu pada Peraturan Bank Indonesia mengenai Penerapan Manajemen Risiko bagi Bank Umum.
- c. Menilai dan mengevaluasi efektivitas, kecukupan, dan kesesuaian kebijakan, ketentuan, sistem maupun prosedur yang dimiliki oleh Bank dengan peraturan perundang-undangan yang berlaku.
- d. Melakukan *review* dan/atau merekomendasikan pengkinian dan penyempurnaan kebijakan, ketentuan, sistem maupun prosedur yang dimiliki oleh Bank agar sesuai dengan ketentuan Bank Indonesia dan peraturan perundang-undangan yang berlaku.
- e. Melakukan upaya-upaya untuk memastikan bahwa kebijakan, ketentuan, sistem dan prosedur, serta kegiatan usaha Bank telah sesuai dengan ketentuan Bank Indonesia dan peraturan perundang-undangan yang berlaku.
- f. Melakukan tugas-tugas lainnya yang terkait dengan Fungsi Kepatuhan, antara lain:
 - Memastikan kepatuhan komitmen Bank kepada Bank Indonesia maupun otoritas pengawas lain yang berwenang.
 - Sosialisasi/pelatihan kepada seluruh pegawai Bank mengenai ketentuan yang berlaku terkait dengan fungsi Kepatuhan.

Compliance Division/Work Unit

PT Bank JTrust Indonesia Tbk has established a Compliance Unit which has a division-level position and is responsible to the Director in charge of compliance function as independent units, namely:

- a. Formed as an independent unit in the Bank's head Office, but carry out their duties throughout the branch network of the Bank.
- b. Free from the influence of other work units.
- c. Have direct access to the Director in charge of the Compliance Function.

Officers and staff of the Compliance Division/Work Unit are not assigned in the position which faces conflict of interest in carrying out their compliance function responsibilities.

In implementing the Bank's compliance function, the duties and responsibilities of Compliance Division include:

- a. Taking steps to support the creation of compliance culture in all Bank's business activities at every level of the organization.
- b. Coordinating with Risk Management Unit for the identification, measurement, monitoring, and control of the Compliance Risk with reference to Bank Indonesia Regulation concerning Implementation of Risk Management for Commercial Banks.
- c. Assessing and evaluating the effectiveness, adequacy and suitability of policies, regulations, systems and procedures of the Bank with the prevailing legislation.
- d. Reviewing and recommending update and refinement of policies, regulations, systems and procedures of the Bank to comply with Bank Indonesia regulations and prevailing legislation.
- e. Ensuring that policies, regulations, systems and procedures, as well as the business activities of the Bank are in accordance with Bank Indonesia and the prevailing legislation.
- f. Performing other tasks related to the compliance function, among others:
 - Ensuring compliance with the Bank's commitment to Bank Indonesia or other relevant supervisory authorities.
 - Disseminating/training to all employees of the Bank regarding the applicable provisions relating to the Compliance function.

- Bertindak sebagai *contact person* untuk permasalahan kepatuhan Bank bagi pihak internal maupun eksternal.
- g. Melakukan *Compliance Checklist* secara *on-site* atas aktivitas yang berkaitan dengan perizinan pembukaan/relokasi/penutupan dan peningkatan status jaringan kantor.

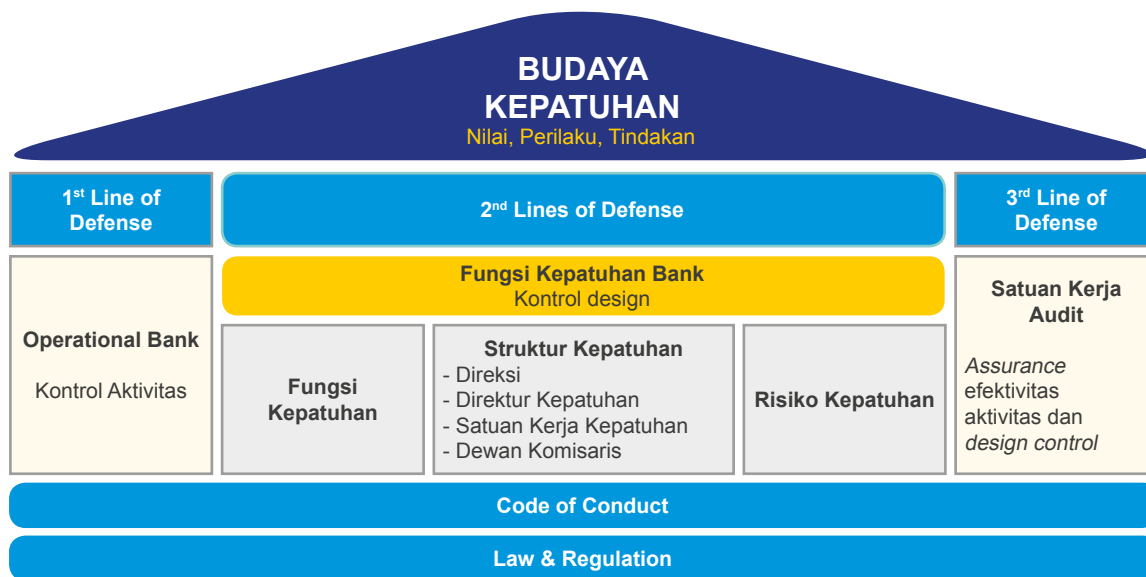
- Acting as the contact person for the Bank's compliance issues for internal and external parties.
- g. Compliance Checklist of on-site activities related to licensing of the opening/relocation/closure and improving the status of the office network.

Kerangka Kerja Pengelolaan Risiko Kepatuhan

Kerangka kerja pengelolaan Risiko Kepatuhan dilakukan melalui pendekatan yang didasarkan pada 3 (tiga) lini pertahanan yaitu:

Compliance Risk Management Framework

Compliance Risk management framework is implemented through an approach based on three (3) lines of defense as follows:



- *First Line of Defense*, merupakan peran lini pertahanan pertama yang diwakili oleh Unit Bisnis dan Unit Pendukung yang berfungsi sebagai unit pengambil dan pemilik risiko (*risk taking and risk owner unit*), dimana mereka mengejar pertumbuhan usaha dan mengambil keputusan yang mempertimbangkan aspek risiko.
- *Second Line of Defense*, merupakan lini pertahanan kedua yang dilakukan oleh *Risk Management Division* dan *Compliance Division* yang berfungsi sebagai *risk control unit*, yang tugasnya antara lain: menetapkan kerangka dan regulasi internal mengenai pengelolaan risiko, baik yang sifatnya finansial maupun nonfinansial; melakukan pemantauan terhadap bagaimana fungsi bisnis dan nonbisnis dilaksanakan dalam koridor kebijakan manajemen risiko, dan prosedur standar operasional yang telah ditetapkan → *ex ante* (upaya preventif/pencegahan).

- First Line of Defense, a role represented by the Business Units and Support Units that serves as the operating and risk-taking and risk owner unit, where they pursue business growth and make decisions which take into account risk aspects.
- Second Line of Defense, carried out by the Risk Management Division and the Compliance Division, which serves as a risk control unit, whose duties include: establishing the framework and internal regulations on the management of risk, both financial and non-financial nature; monitoring of how the business and non-business functions are carried out in the corridors of risk management policies and established standard operating procedures → *ex ante* (preventive measures).

- *Third Line of Defense*, merupakan lini Pertahanan Ketiga yang dilaksanakan oleh auditor internal yang berfungsi sebagai *risk assurance*. Auditor bersifat independen dan bertanggung jawab langsung kepada Direktur Utama. Peran utama auditor internal terkait manajemen risiko adalah melakukan *review* dan evaluasi berkala terhadap kerangka dan tata kelola risiko di Bank secara keseluruhan yang dilakukan oleh lini pertahanan pertama dan kedua untuk memastikan kedua lini ini berjalan sesuai dengan perannya masing-masing → *ex post* (*review* setelah kejadian).

Program Kerja yang Terkait dengan Pelaksanaan Fungsi Kepatuhan Bank

Sesuai dengan tugas dan tanggung jawab Direktur yang Membawahkan Fungsi Kepatuhan, selama tahun 2015 Satuan Kerja Kepatuhan yang meliputi Unit Kerja Business & GCG Compliance, dan *Regulator Compliance*, serta Unit Kerja Anti Money Laundering telah melaksanakan Fungsi Kepatuhan Bank pada seluruh unit kerja sebagai berikut:

1. Pemantauan tingkat kepatuhan Bank terhadap seluruh ketentuan dan peraturan perundang-undangan yang berlaku sebagai berikut:
 - a) Indikator kepatuhan Bank dari perkembangan masing-masing faktor yang *dimonitor* menunjukkan keadaan antara lain:

- *Third Line of Defense*, carried out by the internal auditor who serves as *risk assurance*. Auditors are independent and responsible directly to the Managing Director. The primary role of internal auditors related risk management is conducting a review and periodic evaluation of the framework and the governance of the overall risk of the Bank's performed by the first and second line of defense to ensure these lines are operating in accordance with their respective roles → *ex post* (*review* after the event).

Work Program Relating to the Implementation of the Bank's Compliance Function

In 2015 in accordance with the duties and responsibilities of the Director in charge of Compliance Function consists of Business & GCG Compliance, Regulatory Compliance and Anti Money Laundering Work Units have implemented the Bank's compliance function as follows:

1. Monitoring the level of the Bank's compliance to all applicable rules and regulations as follows:
 - a) The Bank's compliance indicators on development of each factor monitored indicate the following conditions:

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Faktor-faktor yang Dimonitor Monitored Factored	Indikator/Rasio Indicator/Ratio		Keterangan Description
	Semester I Posisi Juni 2015 Juni 2015 Position	Semester II Posisi Desember 2015 December 2015 Position	
Rasio Kecukupan Modal (Risiko Kredit, Operasional & Pasar) Capital Adequacy Ratio/CAR (Credit, Operational & Market Risk)	14,53%	15,49%	Patuh, Rasio Kewajiban Penyediaan Modal Minimum (KPMM) berada diatas ketentuan Bank Indonesia Dutiful, the Capital Adequacy Ratio (CAR) above the Bank Indonesia regulation
Batas Maksimum Pemberian Kredit (BMPK) Legal Lending Limit			
BMPK Kredit LLL Loan:			
Pelanggaran Violation	Nil	Nil	Patuh, tidak ada pelanggaran BMPK Dutiful, no violation of LLL
Pelampauan Exceedance	Rp180.227 juta million	Rp146.857 juta million	Masih terdapat pelampauan BMPK, namun terus diupayakan agar di tahun 2016 dapat diselesaikan. There was exceedance of BMPK but continue to be pursued in order to be settled in 2016.
BMPK Surat Berharga LLL Securities:			
Pelanggaran Violation	Nil	Nil	Patuh, tidak ada pelanggaran BMPK. Dutiful, no violation of LLL
Pelampauan Exceedance	Rp379.187 juta	Nil	Patuh, Posisi Desember 2015 adalah "Nihil" karena penghapusbukuan Surat-Surat Berharga. Dutiful, position in December 2015 was "Nil" due to the write-off of Securities

Faktor-faktor yang Dimonitor Monitored Factored	Indikator/Rasio Indicator/Ratio		Keterangan Description
	Semester I Posisi Juni 2015 Juni 2015 Position	Semester II Posisi Desember 2015 December 2015 Position	
Posisi Devisa Neto (PDN) Net Open Position (NOP)	11,64%	7,13%	Patuh, PDN sudah sesuai ketentuan Bank Indonesia batas maksimal sebesar 20% dari modal. Dutiful, NOP has complied Bank Indonesia regulation, maximum limit of 20% of capital.
Kualitas Aktiva Produktif (KAP)/ Non Performing Loan (NPL): Earnings Asset Quality/ Non Performing Loan (NPL):			
NPL Gross	12,09%	3,71%	Patuh, NPL Gross membaik/menurun cukup signifikan sehingga sudah sesuai ketentuan Bank Indonesia (di bawah 5%). Dutiful, Gross NPL ratio improved/declined quite significantly so it is in accordance with Bank Indonesia (under 5%).
NPL Net	6,35%	2,19%	Patuh, NPL Net membaik/menurun cukup signifikan sehingga sudah sesuai ketentuan Bank Indonesia (di bawah 5%). Dutiful, Net NPL improved / declined quite significantly so it is in accordance with Bank Indonesia (under 5%).
Giro Wajib Minimum (GWM): Minimum Statutory Reserves (GWM):			
GWM Rupiah Primer Primary Reserve in Rupiah	8,08%	7,82%	Patuh, sudah sesuai ketentuan BI (minimal 8% menjadi 7,5% per 1/12/2015). Dutiful, complying BI regulation (minimum 8% changed to 7.5% as of 1/12/2015)
GWM Rupiah Sekunder Secondary Reserves in Rupiah	16,80%	11,00%	Patuh, sudah sesuai ketentuan BI (minimal 4%). Dutiful, complying BI regulation (minimal 4%)
GWM Rupiah LDR/LFR Reserves in Rupiah LDR/LFR	Rasio LDR 77,10% di bawah ketentuan rasio LDR Target (78% - 92%). LDR ratio 77.10% under the LDR Target (78% - 92%).	-	Patuh, Posisi Desember 2015 Rasio LDR 85,14% berada dalam kisaran ketentuan rasio LDR Target (78% - 92%) Dutiful, position in December 2015 LDR ratio of 85.14% was within the range of LDR target required (78% - 92%)
GWM Valas Reserves in Foreign Currencies	8,45%	8,87%	Patuh, sudah sesuai ketentuan BI (minimal 8%). Dutiful, complying BI regulation (minimal 8%)
Tingkat Kesehatan Bank (TKB) Bank Soundness	4 (kurang sehat) 4 (less than healthy)	3 (cukup sehat) 3 (fairly healthy)	
Profil Risiko Bank The Risk Profile: Profil Risiko Risk Profile	4	2	
Risiko Inheren Inherent risk	Moderate To High	Low To Moderate	
Kualitas Penerapan Manajemen Risiko Quality Risk Management	Fair	Fair	

- b) Masih terdapat sanksi peringatan/teguran, administrasi dan denda terhadap proses dan penyampaian Laporan Rutin Bank kepada Regulator, antara lain:
- Terlambat koreksi *offline* LBBUK Minggu ke-IV bulan Maret dan April 2015 dan koreksi *online* laporan SID bulan Desember 2014 Cabang Tomang, dan terlambat 2 hari Kerja penyampaian pemberitahuan hasil pelaksanaan penambahan modal tanpa Hak Memesan Efek Terlebih Dahulu (HMETD).
 - Penyampaian koreksi laporan secara *Offline* Laporan Bulanan Bank Umum (LBU) untuk kesalahan 16 item pada LBU data Maret dan April 2015.
 - Surat teguran untuk evaluasi dan permintaan revisi atas isi materi Laporan Kepatuhan kepada OJK Semester II tahun 2014.
 - Kekurangan dalam pemenuhan dokumen underlying dari transaksi pembelian valas.
 - Kesalahan pelaporan LBBU akibat adanya 16 fasilitas kredit restrukturisasi.
 - Kesalahan pelaporan LBU akibat adanya pelaporan kualitas kredit atas 17 fasilitas kredit yang tidak sesuai dengan ketentuan yang berlaku.
 - Sanksi denda administrasi atas hasil pemeriksaan OJK 31 Januari 2015.
 - Sanksi keterlambatan penyampaian LBBU per data Minggu keempat September 2015.
 - Sanksi keterlambatan penyampaian *Online* LBU data September 2015.
 - Pengenaan biaya proses DKE dan sanksi kesalahan penggunaan kode transaksi treasury single account 51-52 SKNBI periode September 2015.
 - Sanksi keterlambatan penyampaian LBBU periode Minggu I November 2015 (Data minggu IV Oktober 2015), seharusnya disampaikan pada tanggal 1-6 November 2015, namun baru disampaikan pada tanggal 9 November 2015.
- c) Mengimplementasikan *Compliance Report Monitoring* (CRM) secara lebih efektif, yang secara rutin disampaikan kepada setiap unit kerja terkait pelaporan yang harus disampaikan kepada pihak eksternal/regulator, agar pelaporan dapat disampaikan secara akurat dan tepat waktu, sehingga terhindar dari adanya teguran, sanksi dan denda.
- b) There are penalty of warning/reprimand, administrative and fines to the process and submission of routine Bank reports to the Regulator, among others:
- Late correction of off-line LBBUK fourth week of March and April 2015 and SID report on line correction of December 2014 Tomang Branch, and two working day late in delivery of notifications of implementing the capital increase without Preemptive Rights (ER).
 - Submission of the off line corrections report on Commercial Bank Monthly Report (LBU) to 16 error items on the LBU data in March and April 2015.
 - Letters of reprimand on the evaluation and request for revision on the content material to the FSA Compliance Report of Second Half 2014.
 - Deficiencies in compliance on the underlying documents for the purchase of foreign currency.
 - Error in LBBU reporting due to the 16 restructuring of credit facilities.
 - Error in LBU reporting due to quality of credit reporting on 17 credit facilities which are not in accordance with the applicable regulations.
 - Administrative fine on the results of the FSA audit of January 31, 2015.
 - Penalties for late submission of the LBBU data per fourth week of September 2015.
 - Penalties for late submission of Online LBU Data September 2015.
 - The fees charged on the DKE process and sanctions on the incorrect use of transaction code for treasury 51-52 single SKNBI account transaction September 2015 period.
 - Penalties for LBBU late submission period week I November 2015 (Data Week IV in October 2015), should have been submitted on 1 to 6 November 2015 but delivered on 9 November 2015.
- c) Implement Compliance Report Monitoring (CRM) more effectively, which is routinely communicated to all relevant work units on reports to be delivered to external parties/regulators, to ensure reports are delivered accurately and on time, in order to avoid sanctions and fine.

- d) Posisi Ketua Komite Nominasi dan Remunerasi sejak tanggal 20 November 2014 masih 'Vacant'/kosong, karena Komisaris Independen yang ada hanya tinggal 1 (satu) orang yang sudah menjabat/merangkap sebagai Ketua Komite Audit dan Ketua Komite Pemantau Risiko. Diharapkan di tahun 2016 pengisian posisi Ketua Komite Nominasi dan Remunerasi dapat dipenuhi oleh Komisaris Independen yang terpilih.
- e) Proses *monitoring* kredit belum dilakukan dengan optimal sesuai kebijakan dan prosedur kredit (aspek kepatuhan) yang dapat berdampak pada:
- Keterlambatan proses perpanjangan Fasilitas Kredit (dapat berdampak pada pemburukan kolektibilitas).
 - Pemenuhan kelengkapan dokumen dari bisnis unit untuk kepentingan unit kerja terkait (aspek legal, risiko hukum), legalitas usaha, misal: SKDP, SIUP, TDP, UUG, dan Ijin Usaha Pembiayaan.
 - Asuransi agunan yang sudah jatuh tempo dan belum dilakukan perpanjangan masa berlakunya saat pelaksanaan RKK.
- f) Proses pemberian kredit belum sepenuhnya memenuhi kebijakan dan SOP/PPK yang berlaku, antara lain:
- Pembahasan dalam Nota Analisa Kredit (NAK) masih kurang lengkap/informatif, misal: Tidak dicantumkan angka BMPK, tanggal penilaian agunan, dan nilai Hak Tanggungan, tidak dicantumkan/dilakukan *Trade Checking*, dan/atau BI Checking Pengurus dan atau Pemegang Saham.
 - Ketentuan kewajiban Laporan Keuangan Audited.
 - Ketidapatuhan terhadap ketentuan Biaya Administrasi Kredit, pemasangan nilai Hak Tanggungan, suku bunga kredit.
 - Ketidapatuhan terhadap kelengkapan tanda tangan pemutus kredit dalam pemberian kredit yang dihindari pada Risalah Keputusan RKK.
 - Ketidapatuhan terhadap kelengkapan tanda tangan *Non Voting Member* dalam Risalah Keputusan RKK.
- g) Aktivitas Bidang Operasional yang perlu mendapatkan perhatian antara lain:
- Pelaksanaan *Anti Fraud Awareness Program* dan Program *Know Your Employee Program* belum konsisten dijalankan Capem yaitu penyampaian *sharing session* materi terkait pencegahan fraud belum rutin dibuat notulen dan catatan *red flag* pegawai serta penelitian BI *Checking* belum dilakukan.
- d) The position of Chairman of the Nomination and Remuneration Committee since the date of 20 November 2014 remained 'Vacant'/empty, because only one independent commissioner left who concurrently served as Chairman of the Audit Committee and Chairman of the Risk Oversight Committee. In 2016, the position of Chairman of the Nomination and Remuneration is expected to be fulfilled by an Independent Commissioner.
- e) The process of credit monitoring was not optimal and aligned with the credit policies and procedures (compliance aspect) that may have impacted on:
- Delays in the process of extending credit facilities (may impact on the deterioration of collectibility).
 - Documentation completeness of the documents from the business units for the benefit of related work units (legal aspects, legal risks), the legality of operations, eg SKDP, SIUP, TDP, UUG, and financing business licenses.
 - Overdue insurance collateral and have not been extended in line with the period of validity of the current RKK implementation.
- f) The process of credit not fully comply with the policies and SOP/PPK applicable, among others:
- Discussion of the incomplete Memorandum of Credit Analysis (NAK) missing items such as LLL not specified, no collateral valuation date, value of Encumbrance not specified, no indication of trade checking and/or BI Checking on the Boards and shareholders.
 - Provision of the Audited Financial Statements.
 - Non-compliance on administration charges as per regulation, the installation of the value Mortgage lending rates.
 - Failure to complete the signature breaker credits in crediting avoided in the Minutes of Decision RKK.
 - Non compliance on the completeness of signatories for granting credit, avoided in the form of minutes on RKK decision.
- g) Operational Activities that need attention include:
- The Anti Fraud Awareness Program and Know Your Employee Program has not been consistently carried out by sub branch offices such as sharing session on the delivery of materials related to fraud prevention was not routinely made in the form of minutes and records of employees and notes on red flag, review on BI Checking have not been conducted.

- Surat Penunjukkan Pembukaan Kantor diserahkan pada *Security* yang seharusnya oleh Pejabat Cabang yang ditunjuk, pembuatan surat penunjukkan yang tidak lengkap dan struktur organisasi yang belum mencantumkan seluruh pegawai yang ditempatkan.
- Kecukupan terhadap kompetensi karyawan dan peningkatan kualitas sistem *internal control* harus tetap menjadi perhatian bagi Pemimpin Cabang untuk mencegah terjadinya kerugian Bank.
- Kelemahan *monitoring* dan kurangnya pemahaman dan pengetahuan *Operation Officer* terhadap SOP yang berlaku dalam proses pembukaan rekening, kesalahan *setting* parameter *pasca* proses tutup rekening dan *setting* saldo minimum.

h) Aktivitas Bidang *Treasury* yang perlu mendapatkan perhatian antara lain:

- Pelaksanaan transaksi *Treasury Gallery* dicantumkan bahwa Head Treasury Dealer dan Dealer Treasury Gallery menentukan kurs special untuk nasabah atau cabang yang ditunjuk berdasarkan *Tiering*, Kondisi sebenarnya untuk pemberian kurs special masih meminta persetujuan dari Treasury Sales & Banknotes Department.
- Kewenangan Limit Transaksi bahwa Treasury Gallery diberikan kewenangan untuk mengelola *Nett Open Position* (NOP) dengan besaran dan ketentuan diatur oleh Unit Kerja Marketing Trading, tetapi seharusnya pengelolaan *Net Open Position* (NOP) merupakan kewenangan Treasury Sales & Banknotes Department (KP).
- Perlu peningkatan *monitoring* terhadap peningkatan supervisi dari *Team Leader* dan Departement Head mengenai:
 - *Monitoring* saldo dan aktivitas rekening-rekening Nostro Rupiah yang dibuka oleh Cabang/Capem.
 - *Monitoring* aktivitas rekening Nostro Di UOB Singapore dan Luar Negeri.
 - *Monitoring* kebenaran Data pada Laporan PDN 30 Menit.
 - *Monitoring* dalam pembuatan laporan posisi Kas di Cabang/Capem.
- Kesalahan analisa yang dikarenakan belum optimalnya *Dual Control* dari Line Manager terhadap pekerjaan yang dibuat oleh *Staff/Dealer* untuk meminimalisir Human Error yang dapat berdampak risiko, seperti data profit/loss yang dibutuhkan untuk pemantauan internal.
- Menindaklanjuti Laporan Hasil Pemeriksaan Risiko Pasar dan Risiko Likuiditas Treasury Posisi 30 Juni 2015 dari Otoritas Jasa Keuangan (OJK).

- Letter of appointment for opening office was handed over to Security that should have been to the appointed official, incomplete letter of appointment and organizational structures which have not included all employees placed.
- The adequacy of the employee competency and need to improvement on the quality of internal control systems should remain to be the concern of the Branch to prevent losses.
- Weaknesses in monitoring and lack of understanding and knowledge of the SOP by the Operation Officer on the account opening process, error in setting parameter on post closed account and setting minimum balance.

h) Activity Sector Treasury that need attention include:

- Implementation of Treasury transactions Gallery stated that the Head of Treasury Dealer and Dealer Treasury Gallery determine the exchange rate for special customers or branch designated by Tiering, the actual conditions for granting special rate is still based on approval from Treasury Sales & Banknotes Department.
- Limit the Authority on Treasury Gallery transactions that are authorized to manage *Nett Open Position* (NOP) with the amount and conditions governed by the Work Unit of Marketing Trading, but wherein the management of *Net Open Position* (NOP) is the authority of Treasury Sales & Banknotes Department (KP).
- Need to increase monitoring to increase supervision of the Team Leader and Head of the Department:
 - Monitoring the balances and activity of Rupiah Nostro accounts opened by the Branch/Sub Branch.
 - Monitoring the activity of nostro accounts in UOB Singapore and Overseas.
 - Monitoring on the accuracy PDN 30 Minutes reports.
 - Monitoring of the report on Cash position at the Branch/Sub Branch.
- Error analysis is not optimal due to the *Dual Control* of Line Manager of the work performed by Staff/Dealer to minimize human error that may impact risk, such as data profit/loss required for internal monitoring.
- Follow-up audit reports on Market Risk and Liquidity Risk Treasury Position June 30, 2015 of the Financial Services Authority (FSA).

- i) Penerapan PSAK 50/55 mengacu pada ketentuan/peraturan yang berlaku, yaitu implementasi *Engine* PSAK 50/55 untuk mendukung laporan keuangan telah dilakukan melalui tahapan SIT, UAT dan migrasi rekening pinjaman pada *Equation* ke aplikasi Bank Vision, dan *Training User*. Untuk konversi & verifikasi, Paralel Run dilakukan pada bulan September 2015, dan *Cut Off* pada bulan Oktober 2015. Sedang dilakukan *review* hasil implementasi PSAK.
- j) Masih terdapat kasus *internal fraud* oleh pegawai yang telah ditindaklanjuti melalui proses hukum dengan melaporkan pegawai yang terlibat *fraud* kepada pihak berwajib/POLRI.
- k) Pemenuhan komitmen dan batas waktu penyelesaian atas hasil temuan Tim Pengawas/pemeriksaan OJK yang masih belum diselesaikan sehingga sisanya diperlukan komitmen untuk ditindaklanjuti penyelesaiannya yang lebih intensif dan efektif.
2. Melakukan pemantauan atas aktivitas yang berkaitan dengan perizinan pembukaan/relokasi/penutupan dan peningkatan status jaringan kantor yaitu melalui:
- Penyusunan *Compliance Checklist* persiapan kantor untuk memastikan kesiapan fisik gedung, kesiapan sumber daya manusia dan kesiapan aktiva yang akan digunakan sebelum pengajuan permohonan izin kepada Bank Indonesia.
 - Koordinasi dengan *project manager* (Unit Kerja terkait yang berwenang).
 - Melakukan *review* dokumen yang akan disampaikan kepada Bank Indonesia.
 - Melakukan kunjungan (*on-site*) sekaligus untuk melihat dan memastikan kesiapan sarana dan prasarana ke lokasi kantor yang diajukan permohonannya kepada Bank Indonesia.
- i) The application of IAS 50/55 refer to the provisions/regulations, namely the implementation of IAS 50/55 to support the financial statements has been done through stages of SIT, UAT, migration to the Equation loan account of Bank Vision application, and Users Training. For the conversion and verification, Parallel Run was conducted in September 2015, and Cut Off in October 2015. Results of the implementation of SFAS still being reviewed.
- j) There are still cases of internal fraud by employees who have been followed up by legal process and the staff involved in fraud have been reported to the authorities/police.
- k) Meeting the commitment and deadline for settlement on the findings of the FSA Supervisory Team/examination FSA remain not resolved. Commitment for a more intensive and effective resolution initiatives are needed.
2. Monitoring activities related to licensing of the opening/relocation/closure and improving the status of the office network through:
- Preparation of Compliance Checklist to ensure the physical readiness of buildings, human resources and readiness of the assets to be used prior to the submission of application for license to Bank Indonesia.
 - Coordinate with project manager (Unit Work-related authorities).
 - To review the documents to be submitted to Bank Indonesia.
 - On site visit to ensure the readiness of facilities and infrastructure to the location on which the application license has been filed to Bank Indonesia.

Sampai dengan periode Desember 2015 PT Bank JTrust Indonesia Tbk telah mengajukan Pembukaan maupun Relokasi, Penutupan, dan Perubahan Status Jaringan Kantor yang telah disetujui oleh Otoritas Jasa Keuangan dan telah diklasifikasikan dengan rincian:

Up to December 2015 PT Bank JTrust Indonesia Tbk has proposed opening or relocation, closure, and change in status of network of branch office that has been approved by the Financial Services Authority classified as follows:

Keterangan	Status Januari s/d Desember 2015 Disetujui Otoritas Jasa Keuangan		Dalam Proses Persetujuan In Approval Process	Belum Dapat Disetujui Waiting for Approval	Description
	Business Plan	Realisasi Realization			
Pembukaan Kantor	3	-	-	-	Branch Opening
Relokasi Kantor	16	10 *)	-	-	Office Relocation
Penutupan Kantor	-	-	-	-	Office Closing
Peningkatan Status	-	-	-	-	Upgrade Status
Penurunan Status	4	2 *)	-	-	Downgrade Status

*) Untuk realisasi relokasi jaringan kantor, dan penurunan status jaringan kantor sudah memperoleh Surat ijin dari Otoritas Jasa Keuangan.

*) The realization of the relocation of the office network, and declassing the status of office network has obtained the permit from the Financial Services Authority.

Sampai dengan periode Desember 2015 jumlah jaringan kantor sebanyak 61 kantor dengan perincian sebagai berikut:

Up to December 2015 the number of branch network of 61 offices is as follows:

Jenis Kantor	Jumlah Total		Type of Office
	Sampai dengan Juni 2015 Up to June 2015	Sampai dengan Desember 2015 Up to December 2015	
Kantor Wilayah	4	4	Regional Offices
Kantor Cabang	23	21	Branch Offices
Kantor Cabang Pembantu	35	37	Sub Branch Offices
Kantor Kas	3	3	Cash Offices
Total	61	61	Total

- Mengikuti proses pengambilan keputusan manajemen bank dengan mengkaji/menguji terlebih dahulu terhadap setiap rencana/rancangan peraturan intern Bank maupun kebijakan/keputusan manajemen apakah telah patuh pada ketentuan dan perundang-undangan yang berlaku, serta berpedoman pada prinsip kehati-hatian (*prudential banking*) dalam rangka penerapan *Good Corporate Governance*, termasuk pula memberikan arahan dan saran dalam mengikuti proses Rapat Komite Kredit (RKK), Rapat Teknis, Rapat penetapan Suku Bunga Dasar Kredit (SBDK), Rapat ALCO, Rapat Penyusunan Kebijakan dan SOP, dan rapat-rapat lainnya terkait dengan penerapan kepatuhan dalam menentukan kebijakan dan aktivitas Bank.
- Melakukan pemantauan penerapan kebijakan dan prosedur kepatuhan (*compliance procedure*) kegiatan operasi Bank pada setiap satuan kerja/Divisi terkait, yang memberikan "*Compliance Opinion*" atas penerapan kebijakan dan prosedur kepatuhan seperti permohonan masukan/opini dari Divisi/unit kerja lain dalam rangka persiapan peluncuran produk dan aktivitas baru agar tidak menyimpang dari ketentuan yang berlaku.
- Mensosialisasikan kesadaran kepatuhan untuk seluruh jajaran insan J Trust Bank dalam rangka pengembangan Budaya Kepatuhan (*Compliance Culture*) dengan:

 - Melaksanakan sosialisasi dan pelatihan yang terkait dengan prosedur, peraturan dan ketentuan yang berlaku yang diselenggarakan secara internal bank maupun oleh pihak eksternal di tempat pelatihan yang ditentukan kepada seluruh karyawan di unit kerja/Divisi, Kantor Wilayah, Kantor Cabang/Capem/Kas, antara lain pelatihan terkait dengan APU-PPT, GCG, Kepatuhan, dan lain-lain.
- In line with the bank's management decision-making process in reviewing/testing prior to any plan/draft regulations as well as the Bank's internal policy/management decisions to determine compliance level to the rules and prevailing legislation, and guided by the prudent principle (*prudential banking*) in order to implement good corporate governance, which include providing direction and advice in following the involving Credit Committee meeting (RKK), Technical meeting, meeting to set lending Rate (prime lending rate), ALCO, Policy Formulation meeting and SOPs, and other meetings associated with the implementation of compliance in determining the policies and activities of the Bank.
- To monitor the implementation of policies and procedures for compliance (*compliance procedure*) the operations of the Bank in each business unit/division concerned, which provides "*Compliance Opinion*" on the application of compliance policies and procedures such as application for input/opinions of division/unit, others in preparation for the launch of new products and activities not deviating from the prevailing provisions.
- Socialization for awareness of compliance to all level of employees of J Trust Bank in order to embed Compliance Culture with:

 - Implement socialization and training associated with the procedures, rules and regulations, organized by the bank's internal and external parties in a training to all employees in the work unit/division, Regional Office, Branch Office/sub branch/cash office, among others training associated with AML-TPP, corporate governance, compliance, and others.

- Rapat Budaya setiap hari Rabu oleh seluruh Divisi/ unit kerja, Kantor Wilayah, dan Kantor Cabang/ Capem/Kas yang senantiasa mengingatkan karyawan untuk melaksanakan aktivitas kinerja sesuai dengan prosedur, ketentuan, dan peraturan yang berlaku.
6. Pengelolaan Risiko Kepatuhan dilakukan melalui proses identifikasi, pengukuran, pemantauan dan pengendalian terhadap Risiko Kepatuhan untuk membangun Budaya Kepatuhan di seluruh unit organisasi Bank sehingga pengelolaan Risiko Kepatuhan menjadi salah satu acuan dalam pelaksanaan transaksi dan aktivitas operasional Bank. Pengelolaan Risiko Kepatuhan Bank meliputi:
- Pengukuran Profil Risiko untuk Risiko Kepatuhan
 - Risiko Kepatuhan yang dihadapi.
 - Mitigasi Risiko Kepatuhan yang telah dilaksanakan.
 - Potensi Risiko Kepatuhan yang diperkirakan akan dihadapi ke depan.

Hasil dari *Self Assessment* atas *Compliance Risk* yang menjadi bagian dari Laporan *Risk Profile* Bank tahun 2015 telah disampaikan kepada OJK sebagai berikut:

- Meetings on culture every Wednesday by the entire division/unit, Regional Office, and Branch/ Sub Branch/Cash offices constantly reminding employees to carry out activities in accordance with the procedures, rules and regulations.
6. Compliance risk is managed through a process of identification, measurement, monitoring and control of the Compliance Risk to build Compliance culture in the entire organization and units hence compliance risk management becomes one of the references in implementing the Bank's transactions and operational activity. Compliance Risk Management covers:
- Measuring the Risk Profile for Compliance Risk
 - Addressing Compliance Risk
 - Implementing mitigation of Compliance Risk
 - Expecting potential Compliance risk in the future.

Results of Self Assessment on Compliance Risk as part of the Bank's Risk Profile Reports 2015 have been submitted to the FSA as follows:

No	Periode/Posisi Penilaian Period/Assessment Position	Peringkat Risiko Inheren Inherent Risk Rating	Trend	Peringkat Kualitas Manajemen Risiko Risk Management Quality Rating	Trend
1	Triwulan 2/Juni 2015 2nd Quarter/June 2015	Moderate (Maret 2015 = Moderate)	Tetap Fixed	Fair (Maret 2015 = Fair)	Tetap Fixed
2	Triwulan 4/Des. 2015 4th Quarter/Dec. 2015	Moderate (September 2015 = Moderate)	Tetap Fixed	Fair (September 2015 = Fair)	Tetap Fixed

7. Menyampaikan laporan secara berkala kepada OJK tentang pelaksanaan tugas Direktur yang Membawahkan Fungsi Kepatuhan dalam bentuk:
- Laporan Rencana kerja kepatuhan, yang dimuat dalam rencana bisnis Bank.
 - Laporan khusus mengenai kebijakan dan/ atau keputusan Direksi yang menurut Direktur yang Membawahkan Fungsi Kepatuhan telah menyimpang dari ketentuan Bank Indonesia/OJK dan/atau peraturan perundang-undangan yang berlaku. Selama tahun 2015 terkait kebijakan Direksi tidak ada Laporan Khusus yang diterbitkan, kecuali Bank telah menyampaikan Laporan realisasi rencana tindak (*Action Plan*) BDPI kepada Tim Pengawas OJK sejak bulan Desember 2014 sampai dengan bulan November 2015, serta surat Bank No. 03.02/S.Dir-SKMR/JTRUST/XII/2015 tanggal 3 Desember 2015 perihal Permohonan Peninjauan Kembali Status BDPI.

7. Deliver periodic reports to the FSA on the implementation of the tasks of the Director responsible for Compliance Function in the form of
- Report of compliance work plan which is contained in the Bank's business plan.
 - A special report on the policies and/or the Board's decision that the Director is in charge of the Compliance Function notwithstanding the provisions of Bank Indonesia/FSA and/or prevailing legislation. During 2015 there was no such special report submitted by the Board of Directors other than the Bank submitted a report on the realization of action plans (*Action Plan*) to the FSA Supervisory Team since December 2014 until November 2015, and the Bank's letter No. 03:02/S.Dir-SKMR/JTRUST/XII/2015 dated December 3, 2015 regarding the Reconsideration Request of BDPI status.

- Laporan kepatuhan, yang ditandatangani oleh Direktur yang Membawahkan Fungsi Kepatuhan dan disampaikan secara semesteran (setiap periode Juni dan Desember) serta disajikan secara komparatif dalam 2 (dua) periode laporan dengan tembusan kepada Dewan Komisaris dan Direktur Utama. Selama tahun 2015 telah disampaikan Laporan Kepatuhan kepada OJK dengan perincian sebagai berikut:

Laporan Kepatuhan Compliance Report	Nomor Surat Letter Number	Tanggal Surat Letter Date
Semester I	No. 31.11/S-Dir-CPD/JTRUST/VII/2015	31 Juli 2015
Semester II	No. 27.15/S-Dir-CPD/JTRUST/II/2016	27 Januari 2016

- Compliance report, signed by the Director in charge of Compliance Function and submitted semi-annually (every period in June and December) and are presented comparatively in two (2) reporting period with a copy to the Board of Commissioners and Board of Directors. During the year 2015 Compliance Report submitted to the FSA contain the following details:

8. Terkait tugas Direktur yang Membawahkan Fungsi Kepatuhan dibantu oleh Satuan Kerja Kepatuhan melalui Unit Kerja *Anti Money Laundering* telah melakukan pengawasan terhadap penerapan program Anti Pencucian Uang dan Pencegahan Pendanaan Terorisme (APU dan PPT) sesuai dengan PBI No.14/27/PBI/2012 tanggal 28 Desember 2012 dan SE BI No.15/21/DPNP tanggal 14 Juni 2013, serta Undang-Undang Republik Indonesia Nomor 8 tahun 2010 tentang Pencegahan dan Pemberantasan Tindak Pidana Pencucian Uang, antara lain:

1. Bank telah menyampaikan kepada Otoritas Jasa Keuangan berupa:
 - Laporan Realisasi Pengkinian Data Tahun 2015 PT Bank JTrust Indonesia Tbk Periode Januari 2015 s/d Desember 2015 sesuai target yang telah disusun oleh seluruh kantor dalam Laporan Kepatuhan Semester II Tahun 2014 terdahulu.
 - Laporan Rencana Pengkinian Data Tahun 2016 PT Bank JTrust Indonesia Tbk Posisi Data Desember 2015 sesuai pencapaian target/realisasi pengkinian data tersebut yang berpedoman pada format lampiran dalam SE BI No.15/21/DPNP tanggal 14 Juni 2013.
 - Laporan Rencana Kerja (*Action Plan*) pelaksanaan program APU dan PPT Tahun 2016.
2. Memberikan Opini/Pendapat/Kajian terkait penerapan kebijakan dan prosedur APU-PPT termasuk produk dan/atau aktivitas baru.
3. Menjawab surat dan atau pemenuhan permintaan data dari KPK, PPATK dan Kantor Pajak yang terkait dengan proses hukum.
4. Melakukan Sosialisasi/Pelatihan Reguler mengenai penerapan APU-PPT kepada seluruh Kantor Cabang dan Unit Kerja terkait, maupun penyampaian Memo yang bersifat sosialisasi lainnya.

8. Related to tasks of the Director in charge of Compliance assisted by the Anti Money Laundering Work Unit has been monitoring the implementation of the Anti-Money Laundering and the Prevention of Financing Terrorism (AML and PFT) in accordance with PBI No.14/27/PBI/2012 dated December 28, 2012 and Circular Letter No.15/21/DPNP dated June 14, 2013, as well as the Law of the Republic of Indonesia Number 8 of 2010 on the Prevention and Combating Money Laundering, among others:

1. The Bank has submitted to the Financial Services Authority the following:
 - Report on 2015 realization of data update of PT Bank JTrust Indonesia Tbk of January to December 2015 as planned by all offices in Compliance Reports of second half of 2014.
 - Report on 2016 data update plan of PT Bank JTrust Indonesia Tbk as of December 2015 in line with the target achievement/realization of data update as guided by the format on the attachment for the Circular Letter No.15/21/DPNP dated June 14, 2013.
 - Report of the Action Plan of the implementation of AML/PFT 2016.
2. Provide Opinion/assessment related to the implementation of policies and procedures for AML-PTF including product and/or new activity.
3. Respond to the letter and requests for data from the KPK, PPATK and the Tax Office relating to the legal process.
4. Socialization/Regular Training on the implementation of AML-PTF to all Branches and related work unit, as well as the memo related to socialization.

5. Satuan Kerja Kepatuhan melalui Unit Kerja *Anti Money Laundering* telah melakukan analisis terhadap transaksi yang terkait dengan kewajiban pelaporan kepada PPAK yang mencakup Laporan Transaksi Keuangan Mencurigakan/*Suspicious Transaction Report* (LTKM/STR), Laporan Transaksi Keuangan Tunai/*Cash Transaction Report* (LTKT/CTR), Laporan Transaksi Keuangan Luar Negeri/*International Fund Transfer Instruction* (LTKL/IFTI), Sistem Informasi pengguna Jasa Terpadu (SIPESAT), dan Penundaan transaksi nasabah.
6. Laporan hasil *monitoring* kelengkapan *data mandatory* untuk rekening baru setiap bulan.
7. Melakukan pembinaan/teguran secara lisan maupun tertulis kepada Kantor Cabang/Capem terkait Optimalisasi penggunaan Sistem Smart-AML khususnya pelaporan LTKM/STR untuk pelaporan ke PPAK, dan/atau terkait kelengkapan data mandatory nasabah setiap bulan.
8. Distribusi/penyebaran Data Daftar Teroris dari Otoritas Jasa Keuangan/Polri kepada seluruh kantor cabang melalui mekanisme upload dan pengecekan secara otomatis ke *database* nasabah untuk mendeteksi kemungkinan kesamaan/kemiripan nama/profil yang dilakukan di sistem Smart AML.

5. Compliance Unit through Work Anti Money Laundering Unit has conducted an analysis of the transactions related to the reporting obligations to the INTRAC including Suspicious Transaction Reports (LTKM/STR), Financial Transaction Reports Cash/Cash Transaction Report, Financial transaction Reports of Foreign Affairs/International Fund Transfer Instruction (LTKL/IFTI), Integrated Services user Information System (SIPESAT), and a delay of customer transactions.
6. The report on the monitoring data completeness mandatory for new accounts each month.
7. Coaching/verbal or written reprimand to the Branch Office/sub branch related to optimizing the use of Smart Systems-AML in particular LTKM/STR to the PPAK, and/or the completeness of the data related to mandatory customer every month.
8. Distribution/dissemination of Terrorist data List of the Financial Services Authority/Police to all branches through the automatic mechanism uploads and checking of the customer's database to detect possible similarity/similarity of name/profile conducted in Smart AML system.

4.2. Fungsi Audit Intern

Satuan Kerja Audit Internal (SKAI) PT Bank JTrust Indonesia Tbk merupakan Independen unit yang tidak memihak dalam menjalankan tugasnya, meliputi aktivitas Assurance dan *Consulting* bidang *Risk/Control* yang didisain untuk dapat memberikan nilai tambah, dapat meningkatkan operasional, membantu dan mengamankan pencapaian Rencana Bisnis Bank (RBB) dengan cara melakukan evaluasi efektivitas dan meningkatkan fungsi *Control*, *Risk Management* dan *Governance Process*.

Dalam rangka pelaksanaan peran tersebut diatas, SKAI berperan sebagai *Strategic Business Partner* bagi semua unit kerja dan unit kerja telah merasakan manfaat keberadaan SKAI bagi pengamanan dan peningkatan bisnis.

Dalam rangka menjaga independensi fungsi audit intern, posisi SKAI berada dibawah langsung dan melapor kepada Direktur Utama, dan mempunyai garis koordinasi dengan Dewan Komisaris melalui Komite Audit. SKAI berperan sebagai mata dan telinga Direktur Utama terhadap penegakan Sistem Pengendalian Intern (SPI) serta pengamanan kegiatan operasional Bank terkait dengan aktivitas penghimpunan dana, kredit, biaya dan *fee based income*. Posisi, kewenangan, tanggung jawab, profesionalisme, organisasi, dan cakupan tugas SKAI

4.2. Internal Audit Function

Internal Audit Unit (SKAI) of PT Bank JTrust Indonesia Tbk is an independent unit and impartial in carrying out its duties, including the activity of Assurance and Consulting on Risk/Control which is designed to provide added value, improve operations, assist and secure the process of achieving the Bank's Business Plan (RBB) through evaluating the effectiveness and improving the function of Control, Risk Management and Governance Process.

In order to implement the above, the role of SKAI is to be the Strategic Business Partner for all work units and ensure these units benefit from SKAI for security and business improvement.

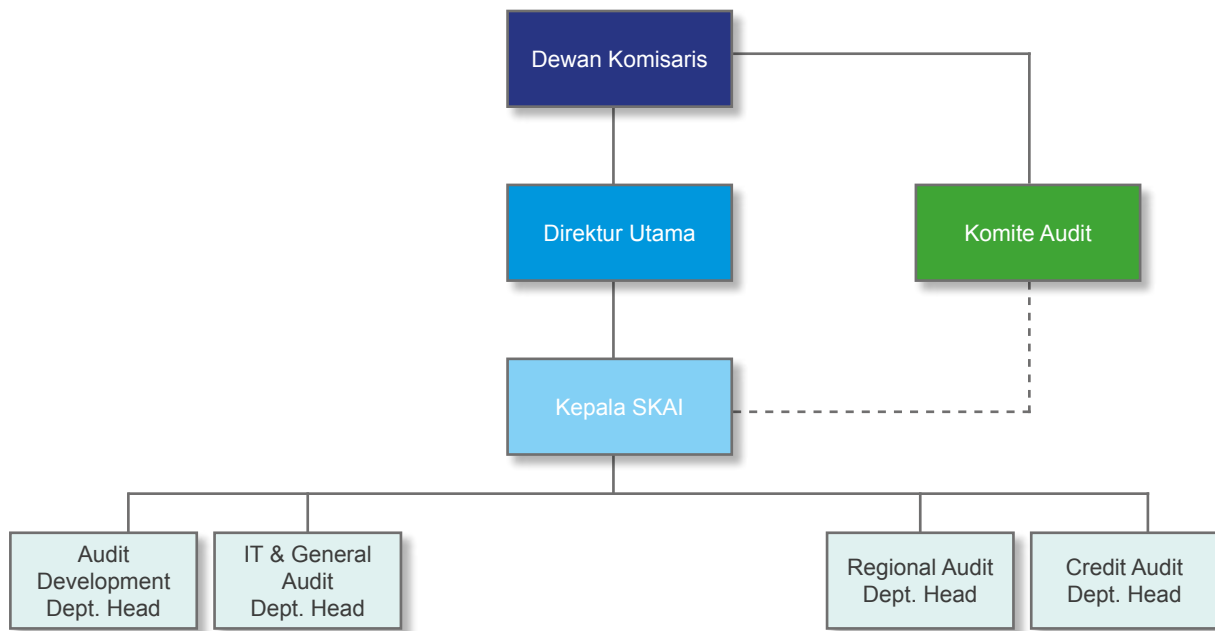
In order to maintain the independence of the internal audit function, the position of Internal Audit under the direct and reports to the Director, and has a line of co-ordination with the Board of Commissioners through the Audit Committee. SKAI act as the eyes and ears of the President Director on enforcing the Internal Control System (SPI) and securing the Bank's operational activities associated with the activity of raising funds, credit, charge and fee-based income. Position, authority, responsibility, professionalism, organization, and the scope of duties of SKAI refers

telah mengacu pada Standar Pelaksanaan Fungsi Audit Intern (SPFAIB) yang ditetapkan dalam Peraturan Bank Indonesia Nomor 1/6/PBI/1999 tanggal 20 September 1999 tentang Penugasan Direktur Kepatuhan (*Compliance Director*) dan Penerapan Standar Pelaksanaan Fungsi Audit Intern Bank Umum.

to the Standards Internal Audit (SPFAIB) stipulated in Bank Indonesia Regulation Number 1/6/PBI/1999 dated 20 September 1999 on the Assignment of Compliance Director (Compliance Director) and Implementation of Internal Audit Standards for Commercial Banks.

**Struktur Organisasi Satuan Kerja Audit Intern (SKAI)
PT Bank JTrust Indonesia Tbk Tahun 2015**

**Organizational Structure Internal Audit Unit (SKAI) PT
Bank JTrust Indonesia Tbk 2015**



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SKAI membantu Bank dalam mencapai tujuan dengan pendekatan yang sistematis dan disiplin dalam mengevaluasi dan meningkatkan efektivitas manajemen risiko, pengendalian intern/control serta GCG. Aktivasinya mencakup bidang-bidang operasional, kredit, teknologi, dan sistem informasi serta fungsi-fungsi pendukung di Kantor Pusat. Dalam menjalankan tugasnya, SKAI berwenang mengakses semua fungsi, catatan, properti dan karyawan Bank sesuai penugasan audit tanpa dibatasi oleh pihak manapun.

SKAI assist the Bank in achieving its objectives by a systematic and disciplined approach to evaluate and improve the effectiveness of risk management, internal control and corporate governance. Its activities cover the areas of operational, credit, technology, and information systems and support functions from Headquarters. In performing its duties, Internal Audit is authorized to access all functions, records, property and employees of the Bank in accordance audits without being restricted by any party.

Audit Charter adalah dokumen formal yang mendefinisikan: Tujuan, Aktivitas SKAI, Kewenangan dan Tanggung Jawab SKAI dalam Organisasi, termasuk hubungannya dengan Direksi dan Dewan Komisaris. Kepala SKAI bertanggung jawab langsung kepada Direktur Utama dan mempunyai garis koordinatif kepada Komite Audit untuk mengkomunikasikan hasil-hasil kerja SKAI kepada Direksi dan Komisaris. SKAI PT Bank JTrust Indonesia Tbk. bertugas membantu Direktur Utama dan Dewan Komisaris untuk memastikan kelengkapan dan efektivitas Sistem Pengendalian Intern (SPI), membuat Annual Audit Plan yang harus disetujui oleh Direktur Utama

Audit charter is a formal document defining: Objectives, Activities SKAI, Authority and Responsibility Audit Unit within the Organization, including its relationship with the Board of Directors and Board of Commissioners. Head of Internal Audit Unit is directly responsible to the President Director and has a coordinating line to the Audit Committee to communicate results to the Board of Directors and Board of Commissioners. SKAI of PT Bank JTrust Indonesia Tbk. Is responsible for assisting the President Director and the Board of Commissioners to ensure the completeness and effectiveness of the Internal Control System (SPI), prepare the Annual Audit Plan which must be approved by the

dan pelaksanaannya dimonitor oleh Dewan Komisaris melalui Komite Audit. Dalam menetapkan pandangan dan pemikirannya, Kepala Divisi Internal Audit diberikan ruang yang bebas dan obyektif serta bebas dari tekanan pihak manapun (*independence*), sehingga terhindar dari benturan kepentingan (*conflict of interest*) atas obyek atau kegiatan yang diperiksanya.

Dalam melaksanakan audit, SKAI membuat analisa dan penelitian di bidang keuangan, akuntansi, operasional dan kegiatan lainnya melalui pemeriksaan/audit secara *on-site* dan pemantauan secara *off-site*, serta memberikan saran perbaikan dan informasi obyektif tentang kegiatan yang perlu mendapat perhatian khusus oleh semua tingkatan manajemen, juga mampu mengidentifikasi segala kemungkinan untuk memperbaiki dan meningkatkan efisiensi penggunaan sumber daya dan dana.

Audit dilakukan dengan metodologi *Risk Based Audit* yaitu Audit terhadap proses operasional yang berisiko tinggi dengan tujuan untuk melakukan evaluasi kelengkapan dan penilaian kehandalan/efektivitas dari SPI untuk dapat meminimalisir risiko, disamping itu temuan audit akan digunakan sebagai dasar dalam melakukan *corrective action* atas kelemahan SPI dan meningkatkan risk awareness petugas dalam mengendalikan pekerjaan yang ditangani.

Kualifikasi/Sertifikasi Profesi Audit Internal dan Pelatihan

Untuk terus meningkatkan kompetensi auditor SKAI secara berkesinambungan sehingga mampu menjalankan fungsi audit intern secara profesional, maka kualifikasi/sertifikasi profesi yang diperlukan bagi auditor SKAI adalah:

- Semua SDM SKAI telah mempunyai Sertifikasi Manajemen Risiko level 1 untuk Auditor dan Tim Leader, Level 1 dan 2 untuk Department Head dan Level 1,2 dan 3 untuk Kepala SKAI.
- Selain itu, untuk mendukung kompetensi teknis, SKAI telah mempunyai 5 (lima) orang auditor yang mempunyai Certified Bank Internal Audit dari LSPP.

Seiring dengan dinamika perusahaan, SKAI dituntut untuk melakukan penyesuaian yang berkelanjutan agar mampu mempertahankan standar kinerja. Untuk itu PT Bank JTrust Indonesia Tbk senantiasa mengikutsertakan petugas dan pejabat SKAI ke pelatihan baik internal maupun eksternal agar diperoleh kualifikasi yang:

- a. Memiliki pengetahuan yang memadai secara umum dan teknis dalam bidang tugas yang relevan dengan spesialisasinya.
- b. Mempunyai perilaku yang independen, jujur, obyektif, tekun dan loyal.
- c. Memiliki kemampuan mempertahankan kualitas profesi yang profesional.

President Director and its implementation is monitored by the Board of Commissioners through the Audit Committee. In setting views and thoughts, Head of Internal Audit Division is given the independence to avoid conflict of interest on the audited objects or activities.

In performing the audit, SKAI formulate analysis and research in the fields of finance, accounting, operations and other activities through on-site inspection/audit of and off-site monitoring. SKAI provides suggestions for improvement and objective information on the activities that need special attention management at all levels. In addition, SKAI also identify every possible improvement and increase efficient use of resources and funds.

Audits are conducted through the Risk Based Audit methodology, referring to audit to high-risk operational processes, which aims to evaluate the completeness and reliability of assessment/effectiveness of Internal Audit in order to minimize risk. In addition, the audit findings are used as the basis for corrective action on weaknesses of Internal Audit and to improve the risk awareness of personnel in managing the job at hand.

Qualifications/Internal Audit Professional Certification and Training

To continue improving the competence of auditors and able to manage the audit function professionally, SKAI requires qualified and certified Internal Auditors as follows:

- All SKAI HR possess Risk Management Certification level 1 for Auditor and Team Leader, Level 1 and 2 for the Department Head and Level 1,2 and 3 for the Head of Internal Audit.
- In addition, to support the technical competence, SKAI have five (5) auditors with the Certified Bank Internal Audit of LSPP.

In line with the company's dynamics, SKAI is required to perform continuous adjustments to be able to maintain performance standards. Accordingly, PT Bank JTrust Indonesia Tbk include officers and management of SKAI in both internal and external training in order to obtain qualifications:

- a. Have adequate knowledge of general and technical tasks in relevant to the field of specialty.
- b. Behave independent, honest, objective, diligent and loyal.
- c. Able to maintain the quality of professional profession.

- d. Memiliki kecakapan interaksi dan komunikasi secara lisan maupun tulisan.
- e. Dapat meningkatkan perannya menjadi konsultan dan catalyst.

Evaluasi atau Kaji Ulang Pelaksanaan Audit Intern Bank

Untuk melakukan evaluasi atau kaji ulang atas hasil kerja SKAI Bank dan kepatuhannya terhadap Standar Pelaksanaan Fungsi Audit Intern Bank (SPFAIB) serta perbaikan yang mungkin dilakukan sesuai dengan ketentuan dalam Peraturan Bank Indonesia yang berlaku, maka paling kurang setiap tiga tahun sekali dilakukan evaluasi atau kaji ulang oleh auditor/pihak ekstern, yang terakhir telah dilakukan pada tahun 2013 untuk periode audit 2011–2013 dan dinyatakan bahwa SKAI telah memenuhi ketentuan SPFAIB. Untuk evaluasi/kaji ulang periode berikutnya atas hasil kerja SKAI Bank dan kepatuhannya terhadap Standar Pelaksanaan Fungsi Audit Intern Bank (SPFAIB) akan dilaksanakan pada tahun 2016.

Tujuan dan Tahapan Pelaksanaan Audit Intern Bank

SKAI dalam melaksanakan tugasnya terutama untuk memastikan terlaksananya SPI yang bertujuan untuk:

- a. Memastikan pengamanan dana masyarakat, meliputi deposito, giro, tabungan serta dana pihak ketiga lainnya.
- b. Pengamanan Assets berupa audit atas Kualitas Aktiva produktif (kredit) melalui audit unit kerja pengelola kredit dan *Loan Review (end to end process)* untuk memastikan bahwa proses kredit (Inisiasi, Analisa, Keputusan, Pencairan dan *Monitoring*) telah dilakukan secara *prudent*.
- c. Pencapaian tujuan dan sasaran kegiatan operasional yang telah ditetapkan, pemanfaatan sumber daya secara ekonomis dan efisien, efektif dan mengawasi kegiatan tertentu seperti kegiatan sistem teknologi informasi (*Core Banking, Opics, Trade Innovation, Swift*, dan lain-lain).
- d. Kebenaran dan keutuhan informasi, termasuk pencatatan kewajiban Bank dan rekening administratif yang akurat, lengkap dan tepat waktu.
- e. Kepatuhan terhadap kebijakan, rencana, prosedur, hukum dan peraturan, termasuk penilaian aspek-aspek yang dapat mempengaruhi Tingkat Kesehatan Bank.
- f. Penilaian *awareness* lini manajemen/supervisi terhadap 5 (lima) komponen SPI.

Pra Audit diawali dengan pemilihan metode pendekatan audit seperti *Scope Audit* berdasarkan hasil *assessment*, *Audit Program* terkait, *Mandays*, penetapan *sample size*, teknik pengujian, bukti minimal dan cara mendapatkannya.

- d. Have interaction and communication skills both oral and writing.
- e. Able to role as a consultant and catalyst.

Evaluation or Review the Implementation of the Bank Internal Audit

To perform an evaluation or review the work of Bank's SKAI Bank and its compliance with the Audit Standards Internal Bank (SPFAIB) as well as improvements in accordance with the provisions in the prevailing Bank Indonesia Regulation, at least once every three years, an evaluation or review by auditor/external parties have been conducted, the previous one conducted was in 2013 for the audit period 2011-2013 where it met the requirements of SPFAIB SKAI. The evaluation/review on the work of the Bank's SKAI and compliance toward the Internal Audit Unit Internal Audit Standard Bank (SPFAIB) to be implemented in 2016.

Objectives and the Implementation Phase of the Bank Internal Audit

SKAI performs their duties to ensure the implementation of SPI is mainly aimed:

- a. Ensuring security of public funds, including deposits, current accounts, savings, and other third-party funds.
- b. Securing Assets include audit on the Quality of productive asset through the audit work unit of credit management and *Loan Review (end to end process)* to ensure that the process of credit (Initiation, Analysis, Decision, Disbursement and Monitoring) has been carried out prudently.
- c. The goals and objectives of the operational activities are achieved through economically efficient and effective use of resources and supervise the activities of certain activities such as information technology systems (*Core Banking, Opics, Trade Innovation, Swift*, and others).
- d. The integrity and completeness of information, including accurate, complete and timely recording of the Bank obligations in the administrative accounts.
- e. Compliance with policies, plans, procedures, laws and regulations, including the assessment of those aspects that affect the Bank's health level.
- f. Assessment on awareness of management/supervision of 5 (five) level toward the SPI component.

Pre Audit begins with the selection of audit approach methods such as Audit Scope based on the assessment results, Audit related program, man days, the determination of sample size, testing technique, minimal evidence and ways to acquire.

Penetapan penugasan ditetapkan oleh Kepala SKAI berdasarkan saran dari Regional Head/*General Audit Head* dan hasil pra audit.

Penugasan Audit dimulai dengan pembuatan surat tugas, *entry meeting*, *field audit*, *exit meeting*, pembuatan Daftar Monitoring Tindak Lanjut (DMTL) dan hasil audit berupa hasil penilaian SPI akan dicerminkan dalam Audit Rating dengan kualifikasi *Strong*, *Satisfactory*, *Fair*, *Marginal* dan *Unsatisfactory*.

Hasil audit akan ditindaklanjuti dengan pembuatan *summary report* ke Direktur Utama dan atas kelemahan SPI akan ditindaklanjuti dengan pembuatan *corrective action*.

4.2.1. Pelaksanaan Audit Intern

A. Pemeriksaan Umum (*General Audit*)

Yaitu pemeriksaan dengan ruang lingkup aspek kegiatan operasional Bank, dengan tujuan menilai efektivitas SPI terutama penilaian atas sistem dan prosedur yang berlaku serta implementasinya. Pemeriksaan ini dilaksanakan pada seluruh Kantor Cabang/Capem dan Divisi-Divisi Kantor Pusat. Pada tahap awal menuju *Risk Based Audit* maka pada awal tahun telah digunakan metodologi *COSO Framework* (5 komponen) *Up dates* 2014 yang meliputi:

- a. *Control Environment*
- b. *Risk Assessment*
- c. *Information & Communication*
- d. *Monitoring*
- e. *Control Activity*

B. Pemeriksaan Pasif (*On Desk Audit*)

Yaitu pemeriksaan yang dilakukan secara on desk yang meliputi *monitoring* kepada penyelesaian DMTL, Rekening Perantara, penelitian dan pembuatan rekapitulasi berdasarkan laporan yang disampaikan oleh Kantor Cabang/Capem.

4.2.2. Realisasi/Pencapaian Penugasan Audit Intern

Pada tahun 2015, SKAI telah melaksanakan pemeriksaan umum (*General Audit*) sebanyak 69 obyek pemeriksaan, yang terdiri dari 22 Kantor Cabang, 31 Kantor Cabang Pembantu, dan 16 Unit Kerja/Divisi Kantor Pusat. Tidak ada penugasan/audit khusus.

The assignment is determined by the Head of Internal Audit based on advice from the Regional Head/*General Audit Head* and results of pre-audit.

The audit assignment begins with formulating the work order, *entry meeting*, *field audits*, *exit meetings*, formulating follow up list to be monitored and audit results in the form of SPI assessment as reflected in the audit qualified rating of *Strong*, *Satisfactory*, *Fair*, *Marginal* and *Unsatisfactory*.

The audit results will be followed up by creating summary reports to the President Director and the weakness of the SPI will be followed by the making *corrective action*.

4.2.1. Implementation of Internal Audit

A. General Examination (*General Audit*)

Inspection based on scope of the Bank's operational activities aimed to assess effectiveness of SPI, particularly the prevailing systems and procedures and their implementation. These inspections are carried out in all Branches/Sub Branch and Head Office Divisions. At the initial stage of *Risk Based Audit* and at the beginning of the year, *COSO Framework* methodology (5 parts) was used which include:

- a. *Control Environment*
- b. *Risk Assessment*
- c. *Information & Communication*
- d. *Monitoring*
- e. *Control Activity*

B. Inspection Passive (*Desk Audit*)

Inspection conducted at desk which includes monitoring completion of DMTL, *Intermediary Account*, research and recapitulation based on reports submitted by the Branch Office/sub branch.

4.2.2. Realization/Achievement of Internal Audit Assignment

In 2015, SKAI has conducted a general inspection (*General Audit*) of 69 objects, which consists of 22 branch offices, 31 sub-branches, and 16 work units/*Head Office Division*. No special audit was conducted.

Adapun pencapaian terhadap Rencana Audit dengan Realisasi Audit sebagai berikut:

The achievement and realization of the audit plan are as follows:

Obyek Audit Audit Object	2015			2014		
	Rencana Audit Audit Plan	Realisasi Audit Audit Realization	Pencapaian Achievement (%)	Rencana Audit Audit Plan	Realisasi Audit Audit Realization	Pencapaian Achievement (%)
Kantor Cabang Branch Office	22	22	100	21	21	100
Kantor Cabang Pembantu Sub Branch Office	31	31	100	37	37	100
Kantor Kas *) Cash Office						
Unit Kerja/Divisi Kantor Pusat Work Unit/ Head Office Division	16	16	100	19	10	52,63
Penugasan Khusus Special Assignment	-	-	-	-	11	100
Total Audit	69	69	100	77	79	100
Loan Review	40	30	75	90	90	100
Audit Thematic	-	-	-	3	3	100

Keterangan:

*) Pemeriksaan Kantor Kas menjadi satu kesatuan dengan audit Kantor Cabang yang menjadi induknya.

***) Pencapaian *Loan Review* sebesar 75% karena banyaknya pencairan kredit di akhir tahun 2015 sehingga file kredit baru dapat diperiksa pada Januari 2016.

Description:

*) Examination of Cash Office was performed together with audit of the parent Branch Office

***) Loan Review Achievement was 75% due to the credit disbursement at the end of 2015 so that the credit files was able to be examined in January 2016.

4.2.3. Temuan Pemeriksaan Audit Intern

Berikut ini kesimpulan temuan penting beberapa Kantor Cabang, Kantor Cabang Pembantu dan Unit Kerja/Divisi di Kantor Pusat/Kredit sebagai berikut:

1. Pemeriksaan pada Kantor Cabang/Capem
Hasil Audit SKAI pada Kantor Cabang/Capem, secara umum dapat diungkapkan bahwa Sistem Pengendalian Intern (5 COSO *Component*) cukup memadai, temuan audit rata-rata ditemukan pada *Control Environment* dan *Monitoring* yaitu petugas operasional maupun *Supervisor* (Kacab/KBO/OO) yang tidak menjalankan SOP secara konsisten dan berkesinambungan terhadap transaksi harian pada hari H+1, dengan Audit Rating 74,83 (Fair).
2. Bidang Kredit
Dari hasil audit Divisi-Divisi kredit/*Loan Review*, temuan umumnya lebih disebabkan karena kurang komprehensifnya proses pengendalian kredit dan kurangnya *monitoring* pasca pencairan kredit dengan nilai *Audit Rating* 74,58 (Fair).
3. Pemeriksaan pada seluruh Unit Kerja/Divisi di Kantor Pusat
Hasil audit SKAI pada Unit Kerja/Divisi di Kantor Pusat pada umumnya temuan audit lebih disebabkan karena belum secara optimal menerapkan monitoring atas aktivitas Operasional Divisi dan pengkinian SOP dengan Audit Rating 75,06 (Satisfactory).

4.2.3. Internal Audit Investigation Findings

Here is a summary of important findings on Branch Offices, Branch Offices and Work Unit/Head Office Division/Credit as follows:

1. Examination of the Branch/Sub Branch
The SKAI Audit on Branch Office/Sub Branch indicated the the internal control system (5 COSO *Component*) is adequate, the audit findings most often found in aspect of *Control Environment* and *Monitoring*, concerning operational personnel and Supervisors (Kacab/KBO/OO) that do not conform to the SOPs consistently and continuously regarding the daily transactions on H+1, with an Audit Rating of 74,83 (Fair).
2. Line of Credit
Based on the results of field audits on Credit Divisions/*Loan Review*, audit findings are mostly due to the less than comprehensive credit control processes as well as inadequate post-loan disbursement monitoring process, with an *Audit Rating* of 74,58 (Fair).
3. Examination of the entire Work Unit/Division at Head Office
The result and audit findings of SKAI audit on Work Units/Head Office Division at Head Office are generally due to non optimum implementation of monitoring of operational activities at the divisions as well as updated SOPs, with an Audit Rating of 75.06 (Satisfactory).

4.3. Fungsi Audit Ekstern

Pengawasan terhadap PT Bank JTrust Indonesia Tbk selain dilaksanakan oleh auditor internal, juga dilaksanakan oleh auditor eksternal, diantaranya Bank Indonesia/Otoritas Jasa Keuangan dan Kantor Akuntan Publik (KAP). Untuk memastikan pelaksanaan efektivitas fungsi audit ekstern, maka PT Bank JTrust Indonesia Tbk mengacu kepada dan berupaya untuk memenuhi ketentuan mengenai hubungan antara Bank, Kantor Akuntan Publik dan Bank Indonesia sebagaimana yang diatur dalam ketentuan Bank Indonesia tentang Transparansi Kondisi Keuangan Bank.

Salah satu komponen penting dalam pelaksanaan *Good Corporate Governance* (GCG) adalah tersedianya laporan keuangan yang memadai serta kecukupan proses pelaporan keuangan, sesuai dengan prinsip-prinsip keterbukaan (*transparency*), akuntabilitas (*accountability*), pertanggungjawaban (*responsibility*), independensi (*independency*), dan kewajaran dan kesetaraan (*fairness*).

Guna mendukung tercapainya laporan keuangan yang memadai dan kecukupan proses pelaporan keuangan, maka peran Auditor Eksternal (dalam hal ini Kantor Akuntan Publik) sangatlah penting.

Peran dan fungsi Auditor Eksternal antara lain adalah:

1. Memastikan kesesuaian laporan keuangan dengan standar akuntansi yang berlaku.
2. Memastikan laporan keuangan internal sudah memenuhi ketentuan Bank Indonesia yang berlaku tentang Transparansi Kondisi Keuangan Bank.

Pengungkapan informasi (*disclosure*) secara transparan kepada masyarakat luas melalui Bank Indonesia, Media Cetak, YLKI, LPPI, dan sebagainya serta ditampilkan pada Home Page atau *WebSite* PT Bank JTrust Indonesia Tbk, dengan alamat www.jtrustbank.co.id.

Transparansi kondisi keuangan bank diatur dalam:

1. Peraturan Bank Indonesia Nomor 14/14/PBI/2012 tanggal 18 Oktober 2012 tentang "Transparansi dan Publikasi Laporan Bank", sebagaimana telah diubah dalam POJK Nomor 6/POJK.03/2015 tanggal 31 Maret 2015 tentang "Transparansi dan Publikasi Laporan Bank".
2. Surat Edaran Otoritas Jasa Keuangan Nomor 11/SEOJK.03/2015 tanggal 17 April 2015 tentang "Transparansi dan Publikasi Laporan Bank Umum Konvensional".
3. Peraturan Bank Indonesia Nomor 3/22/PBI/2001 tanggal 13 Desember 2001 tentang "Transparansi Kondisi Keuangan Bank", sebagaimana telah diubah dengan Peraturan Bank Indonesia Nomor 7/50/PBI/2005 tanggal 29 November 2005 perihal "Perubahan Atas Peraturan Bank Indonesia Nomor 3/22/PBI/2001 tentang Transparansi Kondisi Keuangan Bank".

4.3. External Audit Function

In addition to internal auditor, supervision of the PT Bank JTrust Indonesia Tbk is also conducted by the external auditor, including Bank Indonesia/Financial Services Authority and the Public Accounting Firm (KAP). To ensure effectiveness of the implementation of the external audit function, PT Bank JTrust Indonesia Tbk refers and strives to meet the terms engagement between the Bank, the Office of Public Accountant and Bank Indonesia as stipulated in Bank Indonesia regulation concerning Transparency of Financial Condition.

One important component in the implementation of Good Corporate Governance (GCG) is the availability of financial statements is adequate and the financial reporting process is acceptable, in accordance with the principles of transparency, accountability, responsibility, independency, and fairness.

In order to support and ensure adequacy of financial statements and the financial reporting process, the role of the External Auditor (in this case the public accounting firm) is important.

The role and functions of the External Auditor include:

1. Ensure compliance of financial statements with the prevailing accounting standards.
2. Ensure internal financial statements comply with Bank Indonesia concerning transparency of the Bank's Financial Condition.

Disclosure of information is transparent to the general public through Bank Indonesia, Print Media, YLKI, LPPI, etc., and displayed on the Home Page or PT Bank JTrust Indonesia Tbk *WebSite*, www.jtrustbank.co.id.

Transparency of the Bank's financial condition is set as follows:

1. Bank Indonesia Regulation No. 14/14/PBI/2012 dated October 18, 2012 on "Transparency and publication of the Bank Reports", as amended in POJK No. 6/POJK.03/2015 dated March 31, 2015 on "Transparency and publication of the Bank Reports".
2. Circular of the Financial Services Authority No. 11/SEOJK.03/2015 dated April 17, 2015 on "Transparency and Publication for Conventional Commercial Bank Reports".
3. Bank Indonesia Regulation No. 3/22/PBI/2001 dated December 13, 2001 on "Transparency of Financial Condition Bank", as amended by Bank Indonesia Regulation No. 7/50/PBI/2005 dated November 29, 2005 concerning "Changes in the Regulation of Bank Indonesia No. 3/22/PBI/2001 on Transparency of Financial Condition".

4. Surat Edaran Bank Indonesia Nomor 13/30/DPNP tanggal 16 Desember 2011 perihal "Perubahan Ketiga atas Surat Edaran Bank Indonesia Nomor 3/30/DPNP tanggal 14 Desember 2001 perihal Laporan Keuangan Publikasi Triwulanan dan Bulanan Bank Umum serta Laporan Tertentu yang disampaikan kepada Bank Indonesia".

Implementasi penyajian dan penyusunan laporan keuangan PT Bank JTrust Indonesia Tbk disampaikan dalam bentuk dan cakupan sebagaimana telah ditetapkan dalam Peraturan Bank Indonesia yang terdiri dari:

- Laporan Tahunan
- Laporan Keuangan Publikasi Triwulanan
- Laporan Keuangan Bulanan
- Laporan Keuangan Konsolidasi

Informasi yang tercantum dalam Laporan Keuangan Tahunan yang disajikan kepada masyarakat luas terdiri dari:

- 1) Informasi umum, yang meliputi:
 - a. Kepengurusan;
 - b. Kepemilikan;
 - c. Perkembangan usaha Bank dan kelompok usaha Bank;
 - d. Strategi dan kebijakan manajemen;
 - e. Laporan manajemen.
- 2) Laporan Keuangan tahunan, yang meliputi:
 - a. Laporan Posisi Keuangan (Neraca);
 - b. Laporan Laba Rugi Komprehensif;
 - c. Laporan Perubahan Ekuitas;
 - d. Laporan Arus Kas;
 - e. Catatan atas laporan keuangan, termasuk informasi tentang komitmen dan kontinjensi.
- 3) Opini dari Akuntan Publik.
- 4) Jenis risiko dan potensi kerugian (*risk exposures*) yang dihadapi Bank serta praktik manajemen risiko yang diterapkan Bank.
- 5) Seluruh aspek transparansi dan informasi yang diwajibkan untuk Laporan Keuangan Publikasi Triwulanan.
- 6) Aspek pengungkapan (*disclosure*) lain sebagaimana diwajibkan dalam Standar Akuntansi Keuangan yang berlaku, dalam hal belum tercakup dalam angka (1) sampai dengan angka (5) di atas.
- 7) Informasi lainnya.

Dalam menjalankan fungsi *Good Corporate Governance* (GCG) yaitu fungsi transparansi kondisi keuangan, Bank telah menyusun dan menyajikan Laporan Keuangan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2015 (*Audited*) dan tanggal 31 Desember 2014 (*Audited*).

4. Bank Indonesia Circular Letter No. 13/30/DPNP dated December 16, 2011 regarding the "Third Amendment to Bank Indonesia Circular Letter No. 3/30/DPNP dated December 14, 2001 regarding Financial Statements Condensed Quarterly and Monthly Commercial Banks and Certain Reports submitted to Bank Indonesia".

Implementation of the presentation and preparation of financial statements of PT Bank JTrust Indonesia Tbk is delivered in the form and scope as set out in the Regulation of Bank Indonesia which consists of:

- Annual report
- Quarterly Condensed Financial Statements
- Monthly Financial Reports
- Consolidated Financial Statements

The information contained in the Annual Financial Report is presented to the public through:

- 1) general information, which includes:
 - a. Stewardship;
 - b. Ownership;
 - c. The development of the Bank and Group of the Bank;
 - d. Management strategy and policies;
 - e. Management reports.
- 2) Annual Financial Report, which includes:
 - a. Statement of Financial Position (Balance Sheet);
 - b. Statement of Comprehensive Income;
 - c. Statement of Changes in Equity;
 - d. Cash flow statement;
 - e. Notes to the financial statements, including information on commitments and contingencies.
- 3) Opinion of Certified Public Accountants.
- 4) The risks and potential losses (*risk exposures*) facing the Bank as well as risk management practices applied to the Bank.
- 5) All the aspects of transparency and information required for Quarterly Condensed Financial Statements.
- 6) Aspects of the disclosure other as required by the Financial Accounting Standards applicable in the case has not been included in item (1) to the point (5) above.
- 7) Other information.

In carrying out Good Corporate Governance (GCG) on transparency of financial conditions, the Bank has prepared and presented the Financial Statements for the years ended December 31, 2015 (*Audited*) and dated December 31, 2014 (*Audited*).

Sesuai dengan hasil keputusan RUPS Tahunan PT Bank JTrust Indonesia Tbk yang telah diselenggarakan pada tanggal 23 Juni 2015, bahwa dalam RUPS dilakukan penunjukan Akuntan Publik yang terdaftar atau pemberian kuasa untuk melakukan penunjukan Akuntan Publik yang terdaftar kepada Dewan Komisaris Perseroan untuk menetapkan Kantor Akuntan Publik (KAP) yang mengaudit laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2015.

Untuk Laporan Keuangan tahun buku 2015 dan 2014 telah disusun dan diaudit oleh Kantor Akuntan Publik (KAP) Tjahjadi & Tamara (An Independent Member Firm of Morison International) dengan Partner Riani, yang berdasarkan Laporan Auditor Independen No.0131/T&T-GA/R-3/2016 tanggal 18 Maret 2016 menyatakan opini "WAJAR TANPA PENGECUALIAN" dalam segala hal yang material.

Informasi ringkas Laporan Keuangan Tahunan posisi 31 Desember 2015 (Audited) dan 31 Desember 2014 (Audited) dapat kami sampaikan sebagai berikut:

In accordance with the decision of the Annual General Meeting of PT Bank JTrust Indonesia Tbk, which was held on June 23, 2015, that the AGM appoint a Public Accountant registered or granting power of attorney for the appointment of a registered Public Accountant to the Board of Commissioners to determine the Public Accounting Firm (KAP) to audit the Company's financial statements for the fiscal year ended December 31, 2015.

For fiscal year 2015 financial statements and 2014 have been prepared and audited by Public Accounting Firm (KAP) Tjahjadi & Tamara (An Independent Member Firm of Morison International) with Partner Riani, which is based on the Independent Auditor's Report No. 0131/T & T-GA/R- 3/2016 dated March 18, 2016 expressed an opinion "unqualified" in all material respects.

Concise information Annual Financial Report December 31, 2015 (Audited) and December 31, 2014 (Audited) are disclosed as follows:

Laporan Keuangan

Financial Statements

ASET (Audited)

ASSETS (Audited)

(Rp juta | Rp million)

No	Pos-Pos Tertentu	31-12-2015	31-12-2014 *	Items
1	Giro pada Bank Indonesia	880.957	1.321.263	Current Accounts with Bank Indonesia
2	Giro pada Bank Lain - Neto	423.925	146.766	Current accounts with Other Banks - Net
3	Penempatan pada Bank Indonesia & Bank Lain - Neto	462.095	1.435.819	Placements with Bank Indonesia and Other banks
4	Surat-Surat Berharga - Neto	1.240.069	1.684.151	Marketable Securities - Net
5	Tagihan Derivatif - Neto	2.839	117	Derivative Receivables - Net
6	Kredit yang Diberikan - Neto	9.176.579	7.234.672	Loan - Net
7	Agunan yang Diambil Alih - Neto	71.932	-	Foreclosed Assets - Net

LIABILITAS dan EKUITAS

LIABILITIES and EQUITY

LIABILITAS (Audited)

LIABILITIES (Audited)

(Rp juta | Rp million)

No	Pos-Pos Tertentu	31-12-2015	31-12-2014	Items
1	Simpanan Nasabah: - Pihak Berelasi - Pihak Ketiga	121.133 10.899.646	24.736 11.002.003	Deposits from Customers: - Related Parties - Third Parties
2	Simpanan dari Bank lain	378.494	48.745	Deposits from Other Banks
3	Liabilitas Derivatif	53	126	Derivative Payables

EKUITAS (Audited)

EQUITY (Audited)

(Rp juta | Rp million)

No	Pos-Pos Tertentu	31-12-2015	31-12-2014	Items
1	Modal Saham yg ditempatkan & disetor penuh	11.223.155	10.223.155	Issued and Fully Paid in Capital
2	Tambahan modal disetor	178.759	178.759	Additional Paid-in Capital
3	Uang Muka Setoran Modal	-	300.000	Deposit for Future Stock Subscription
4	Surplus Revaluasi Aset Tetap - Neto	99.269	128.907	Revaluation Surplus of Fixed Assets - Net

LABA (RUGI) (Audited)

PROFIT (LOSS) (Audited)

(Rp juta | Rp million)

No	Pos-Pos Tertentu	31-12-2015	31-12-2014 *)	Items
1	Laba (Rugi) Bersih	(676.010)	(663.747)	Net Profit (Loss)
2	Laba (Rugi) Per Saham Dasar (Nilai Penuh)	(0,0008)	(0,0008)	Basic Loss Per Share (full amount)

Rasio-Rasio Keuangan yang Penting (Audited)

Key Financial Ratios (Audited)

	Pos-Pos Tertentu Items	31-12-2015	31-12-2014 *)
Permodalan Capital	• Rasio KPMM yang tersedia untuk Risiko Kredit dan Risiko Operasional Capital Adequacy Ratio with Credit and Operational Risk	15,74%	13,55%
	• Rasio KPMM yang tersedia setelah memperhitungkan Risiko Kredit, Risiko Pasar, dan Risiko Operasional Capital Adequacy Ratio with Credit, Market and Operational Risk	15,49%	13,48%
	• Aset Tetap terhadap Modal Fixed Asset to Capital	20,81%	32,30%
Aset Produktif Earning Assets	• Aset Produktif bermasalah Non Performing Earning Assets	7,82%	22,20%
	• NPL – Gross	3,71%	12,24%
	• NPL – Neto	2,19%	5,45%
	• PPAP terhadap Aset Produktif Allowance for Possible Losses (PPAP) on Earning Assets	5,69%	17,34%
	• Pemenuhan PPAP PPAP Compliance	89,06%	112,06%
Rentabilitas Rentability	• ROA (Return on Assets)	(5,37)%	(4,97)%
	• ROE (Return on Equity)	(59,03)%	(58,07)%
	• NIM (Net Interest Margin)	0,93%	0,24%
	• BOPO (Operating Expenses to Operating Revenues Ratio)	143,68%	136,39%
Likuiditas Liquidity	LDR (Loans to Deposits Ratio)	85,00%	71,14%
Kepatuhan Compliance	Giro Wajib Minimum (GWM) Minimum Statutory Reserves	7,82%	11,68%
	• GWM Primer Rupiah Primary Reserve in Rupiah	11,00%	19,22%
	• GWM Sekunder Rupiah Secondary Reserve in Rupiah	8,87%	8,77%
	• GWM Valas Reserve in Foreign Currencies	7,13%	3,22%
	PDN (Per posisi Neraca terhadap Modal Akhir Tahun) NOP (Per Balance Sheet Position to Capital at Year End)		

*) Sehubungan dengan penerapan PSAK 24 (Revisi 2013), Bank menyajikan kembali (restated) laporan keuangan untuk tahun yang berakhir pada tanggal 31 Desember 2014.

*) In relation with the adoption of SFAS 24 (Revised 2013), the Bank restated the financial statements for the year ended December 31, 2014.

V. SISTEM PENGENDALIAN INTERN

5.1. Sistem Pengendalian Intern (*Internal Control System*)

Untuk dapat mengelola Bank secara efektif dan efisien serta sebagai dasar kegiatan operasional yang sehat dan aman, diperlukan adanya Sistem Pengendalian Intern (SPI).

Peraturan Bank Indonesia Nomor 5/8/PBI/2003 tanggal 19 Mei 2003 tentang Penerapan Manajemen Risiko bagi Bank Umum, Peraturan Bank Indonesia Nomor 9/15/PB1/2007 tanggal 30 November 2007 tentang Penerapan Manajemen Risiko dalam Penggunaan Teknologi Informasi oleh Bank Umum, dan Surat Edaran Bank Indonesia Nomor 5/22/DPNP tanggal 29 September 2003 perihal Pedoman Standar Pengendalian Intern bagi Bank Umum, mewajibkan Bank untuk menerapkan Sistem Pengendalian Intern secara efektif terhadap seluruh kegiatan usaha dan operasional pada seluruh jenjang organisasi Bank.

Sistem Pengendalian Intern (*Internal Control System*) merupakan suatu mekanisme pengendalian yang ditetapkan oleh Direksi dengan persetujuan Dewan Komisaris secara berkesinambungan (*on going basis*) dalam rangka pencapaian tujuan perusahaan.

Penerapan Sistem Pengendalian Intern secara efektif akan membantu Bank dalam:

- a. Menjaga dan mengamankan harta kekayaan Bank.
- b. Menjamin tersedianya informasi dan laporan yang lebih akurat.
- c. Meningkatkan kepatuhan Bank terhadap ketentuan dan peraturan perundang-undangan yang berlaku.
- d. Mengurangi dampak keuangan/risiko terjadinya kerugian, penyimpangan termasuk kecurangan/*fraud*, dan pelanggaran terhadap prinsip kehati-hatian.
- e. Meningkatkan efektivitas organisasi dan efisiensi biaya.

Untuk keperluan diatas PT Bank JTrust Indonesia Tbk telah mengadopsi prinsip Pengendalian Intern berdasarkan COSO Model dengan 5 (lima) komponen yang harus dikendalikan sebagai berikut:

1. **Control Environment (CE)**

CE adalah himpunan standar, ketentuan, proses dan struktur organisasi yang memberikan dasar untuk melaksanakan SPI bagi seluruh organisasi. BOD dan Manajemen melaksanakan *Tone At The Top* atas pentingnya SPI termasuk standar berperilaku. CE terdiri dari nilai-nilai integritas dan etika organisasi, parameter yang memungkinkan BOD dan Manajemen

V. INTERNAL CONTROL SYSTEM

5.1. Internal Control System

An Internal Control System (ICS) is required to manage the Bank effectively and efficiently, and as a basis for healthy and safe operations.

Bank Indonesia Regulation No. 5/8/PBI/ 2003 dated 19 May 2003 on Risk Management Implementation for Commercial Banks, Bank Indonesia Regulation No. 9/15/PB1/2007 dated 30 November 2007 on Risk Management Implementation in the Use of Information Technology by Commercial Banks, and Bank Indonesia Circular No. 5/22/DPNP dated 29 September 2003 on Internal Control Standard Guidelines for Commercial Banks, require the Bank to effectively implement Internal Control System to all business activities and operations in all organizational levels of the Bank.

Internal Control System is a control mechanism established by the Board of Directors with the approval of the Board of Commissioners in an ongoing basis in order to achieve the company's goals.

The implementation of Internal Control System will effectively help the Bank in:

- a. Maintaining and securing the Bank's assets.
- b. Ensuring the availability of a more accurate information and report.
- c. Improving the Bank's compliance to rules and prevailing regulations.
- d. Reducing financial impact/risk of losses, irregularities including fraud, and violation of prudential principles.
- e. Enhancing organizational effectiveness and cost efficiency.

For the purpose above PT Bank JTrust Indonesia Tbk has adopted Internal Control principles based on the COSO Model with 5 (five) components that must be controlled as follows:

1. **Control Environment (CE)**

CE is the set of standards, rules, processes and organizational structures that provide the basis for implementing ICS for the whole organization. BOD and Management implement *Tone At The Top* on the importance of ICS including the standard of behavior. CE consists of integrity values and organizational ethics, parameters that may allow BOD

untuk melaksanakan pengendalian operasional perusahaan, efektivitas struktur organisasi, tugas individu, hambatan kinerja, insentif, dan hukuman untuk mendorong akuntabilitas kinerja, yang dihasilkan CE akan berdampak luas pada SPI secara keseluruhan.

2. Risk Assessment (RA)

RA melibatkan proses yang dinamis dan berulang untuk mengidentifikasi dan menilai risiko yang dapat mempengaruhi pencapaian tujuan perusahaan, sehingga RA membentuk dasar untuk menentukan bagaimana risiko akan dikelola. RA juga mengharuskan manajemen untuk mempertimbangkan dampak dari kemungkinan perubahan dalam lingkungan eksternal dan dalam model bisnis yang dapat membuat SPI tidak efektif. Risiko didefinisikan sebagai kemungkinan bahwa suatu peristiwa akan terjadi dan akan mempengaruhi pencapaian tujuan perusahaan.

3. Information Communication (IC)

IC diperlukan perusahaan untuk Pelaksanaan SPI dalam rangka mendukung pencapaian tujuan perusahaan. Manajemen memperoleh atau menghasilkan dan menggunakan bentuk informasi yang relevan dan berkualitas, baik sumber internal dan eksternal untuk mendukung komponen lain dari SPI. Komunikasi harus dilakukan secara kontinyu, dengan cara memberikan, berbagi dan memperoleh informasi yang diperlukan. Komunikasi Internal adalah sarana yang informasinya disebarluaskan ke seluruh organisasi, mengalir ke atas, bawah dan rekan kerja dalam level yang sama dimana memungkinkan pribadi untuk menerima pesan yang jelas dari manajemen demikian sebaliknya. Komunikasi Eksternal terdiri dari dua aktivitas, yaitu memungkinkan menerima informasi eksternal yang relevan, dan memberikan informasi kepada pihak eksternal.

4. Monitoring Activities

Monitoring terdiri dari Evaluasi Berkelanjutan (*Ongoing Evaluation*), Evaluasi Terpisah (*Separate Evaluation*), atau kombinasi keduanya digunakan untuk memastikan apakah masing-masing dari lima komponen SPI, adalah Hadir (*Present*) dan Berfungsi (*Functioning*). Evaluasi Berkelanjutan dibangun kedalam bisnis proses pada level berbeda yang memberikan informasi terkait dengan kesalahan/kelalaian pada kesempatan pertama. Evaluasi Terpisah dilakukan secara periodik akan bervariasi pada lingkup dan frekuensi tergantung kepada hasil *risk assessment*, efektivitas dari Evaluasi Berkelanjutan dan pertimbangan lain manajemen. Temuan dari hasil Evaluasi dicatat dan dikomunikasikan kepada Manajemen.

and Management to implement operational control of the company, the effectiveness of organizational structure, individual tasks, performance bottleneck, incentives and penalties to encourage performance accountability, the results of CE will have broad impact on ICS in overall.

2. Risk Assessment (RA)

RA involves a dynamic and repetitive process to identify and assess risks that may affect the achievement of corporate objectives, so that RA form the basis for determining how risks will be managed. RA also requires the management to consider the impact of potential changes in external environment and business model that can make ICS ineffective. Risk is defined as the possibility that an event will occur and affect the achievement of corporate goals.

3. Information Communication (IC)

IC is required by companies in the ICS implementation in order to support the achievement of corporate goals. Management acquires or produces and uses a form of relevant and quality information, both internal and external resources to support the other components of SPI. Communication should be carried out continuously, by giving, sharing and obtaining the required information. Internal Communication is a medium where information is disseminated throughout the organization, communicated to all levels which allow individuals to receive a clear message from management and vice versa. External Communication consists of two activities, which are enabling to receive relevant external information, and providing information to external parties.

4. Monitoring Activities

Monitoring consists of Ongoing Evaluation, Separate Evaluation, or a combination of both used to determine whether each of the five components of ICS, is Present and Functioning. Ongoing Evaluation is built into business process at different levels that provide information related to errors/omissions at the earliest opportunity. Separate Evaluation performed periodically will vary in scope and frequency depending on the results of risk assessment, effectiveness of Separate Evaluation and other management considerations. The findings of Evaluation results are recorded and communicated to Management.

5. Control Activities (CA)

CA adalah arahan manajemen yang ditetapkan melalui Kebijakan dan Prosedur untuk mengurangi risiko terhadap pencapaian tujuan perusahaan. CA dilakukan di semua tingkat organisasi, pada berbagai tahap dalam proses bisnis, dan semua Informasi Teknologi (IT). CA dapat berupa *control preventive* atau *detective* yang sifatnya dapat dilakukan secara manual dan otomatis seperti otorisasi, persetujuan, verifikasi, rekonsiliasi, dan laporan kinerja bisnis. Pemisahan Tugas (*Segregation of Duties*) dapat digunakan sebagai pembangunan dan pengembangan CA. Ketika Pemisahan Tugas tidak dapat dijalankan, manajemen harus memilih dan mengembangkan kegiatan pengendalian alternatif.

Masing-masing komponen terkait satu sama lain, harus dikendalikan secara terpadu (*integrated*) dan tanggung jawab implementasinya menjadi tanggung jawab semua unit kerja dengan tujuan penerapannya sebagai berikut:

1. **Strategic**, Rencana Bisnis Bank telah dimengerti, sejalan dan didukung oleh semua unit kerja.
2. **Operation**, berjalan dengan efektif dan efisien dalam menggunakan sumber daya manusia dan prasarana.
3. **Reporting**, akurat dan dapat dipercaya.
4. **Compliance**, aktivitas dan transaksi telah tunduk dengan ketentuan serta hukum.

Selama tahun 2015 rata-rata Audit Rating secara Bank Wide sebagai berikut:

No	Risk Owner	Audit Rating			Penjelasan Description
		2014	2015	Rating	
1	Cabang Branch	75,52	74,83	Fair	SPI pada Cabang masih terdapat kelemahan di berbagai komponen SPI (5 Komponen) dan harus dilakukan penyempurnaan/ <i>corrective action</i> terhadap SOP, Sistem dan SDM. SPI of Branches. Weaknesses were found in various components of SPI (5 Components) and corrective action should be made to the SOP, systems and human resources.
2	Divisi Division	79,62	75,06	Satisfactory	SPI sudah berjalan cukup baik, namun masih perlu penyempurnaan terbatas pada SOP dan Kepatuhan SDM dalam penyelenggaraan operasional. SPI has been running quite well, but still need limited improvement to the SOP and human resources compliance in the administration of operations.
3	Divisi Kredit Credit Division	71,83	74,58	Fair	SPI pada semua unit Kredit masih banyak kelemahan di berbagai komponen SPI (5 Komponen) dan harus dilakukan penyempurnaan/ <i>corrective action</i> terhadap SOP, Sistem dan SDM. SPI of all units of Credit. There were many weaknesses in the various components of SPI (5 Components) and corrective action should be made to the SOP, systems and human resources.

Penjelasan penyebab penurunan peringkat audit:

1. Penurunan kualitas kontrol dari personal Cabang akibat kurangnya *risk awareness*.
2. Implementasi SOP yang tidak dilaksanakan secara konsisten.

5. Control Activities (CA)

CA is the management direction set by Policies and Procedures to reduce risks related to the achievement of corporate objectives. CA is conducted at all levels of the organization, at different stages in business process, and all Information Technology (IT). CA can be either preventive or detective control which can be done manually and automatically such as authorization, approval, verification, reconciliation, and business performance reporting. Segregation of Duties can be used for construction and development of CA. When Segregation of Duties can not be performed, management must select and develop alternative control activities.

Each of the components is related to each other, must be controlled in an integrated way and the responsibility of its implementation becomes the responsibility of all working units with implementation purpose as follows:

1. **Strategic**, the Bank's Business Plan is understandable, consistent and supported by all working units.
2. **Operation**, runs effectively and efficiently in using human resources and infrastructure.
3. **Reporting**, accurate and reliable.
4. **Compliance**, activities and transactions are subject to provisions and laws.

Bank Wide average Audit Rating for 2015 as follows:

Upaya yang telah dilakukan untuk meningkatkan Sistem Pengendalian Intern antara lain:

1. Melakukan mutasi *Operation Officer*.
2. Menerapkan *reward & punishment*.
3. Melakukan sosialisasi Sistem Pengendalian Intern.
4. Pembentukan verifikator.
5. *Training* untuk *Operation Officer*.

Efforts that have been made to improve Internal Control System include:

1. Performing mutation of *Operation Officer*.
2. Applying *reward & punishment*.
3. Disseminating socialization of Internal Control System.
4. Establishment of verifiers.
5. Training for *Operation Officer*.

VI. PENYEDIAAN DANA, RENCANA STRATEGIS BANK, TRANSPARANSI DAN PENGUNGKAPAN ASPEK LAINNYA

A. Penyediaan Dana Kepada Pihak Terkait (*Related Party*) dan Penyediaan Dana Besar (*Large Exposures*)

Penyediaan dana kepada pihak terkait (*Related Party*) dan debitur/group inti per posisi tanggal 31 Desember 2015, dengan tabel sebagai berikut:

No.	Penyediaan Dana Fund Provision	Jumlah Number	
		Debitur Debtor	Nominal (Rp juta) (Rp million)
1.	Kepada Pihak Terkait *) <i>To Related party</i> *)	25	161.296
2.	Kepada Debitur Inti <i>To Core Debtor</i> :	25	2.876.670
	- Individu	17	1.982.904
	- Group	8	983.766

Keterangan:

- *) Jumlah Penyediaan Dana Kepada Pihak Terkait termasuk:
- Pinjaman kepada Pejabat Eksekutif Bank yang diberikan dalam rangka Kredit Karyawan PT Bank JTrust Indonesia Tbk dengan total sebanyak 24 debitur, total plafond yang diberikan sebesar Rp8.066 juta.
 - Pinjaman kepada JTrust Investment Indonesia dengan plafond sebesar Rp153.230 juta.

VI. FUND PROVISION, BANK STRATEGIC PLAN, TRANSPARENCY AND OTHER EXPOSURE ASPECTS

A. Fund Provision to Related Party and Large Exposures

Fund provision to related parties and key debtor/group as of 31 December 2015, with the table below:

Note:

- *) Number of provision fund to related parties are include::
- Loan to the Bank's Executive Position which is given under employee loan PT Bank JTrust Indonesia Tbk with the total of 24 debtors, with given loan limit as much as Rp8,066 million.
 - Loans to JTrust Investment with loan limit of Rp153,230 million

Kredit diberikan kepada Debitur Inti terdiri dari pemberian kredit kepada 17 (tujuh belas) debitur individu sejumlah total Rp1.982.904 juta (termasuk debitur pihak terkait atas nama JTrust Investment Indonesia) dan 8 (delapan) group debitur sejumlah total Rp983.766 juta.

The loan, which given to the key debtors, are consist of loans delivered to 17 (seventeen) individual debtors as much as Rp1,982,904 million (including related party on behalf of JTrust Investment Indonesia) and 8 (eight) group of debtors as much as Rp983,766 million.

Sesuai dengan Peraturan Bank Indonesia, penyediaan dana kepada pihak terkait (*Related Party*) dan debitur/group inti telah dilaporkan secara tertib termasuk Debitur yang terdapat pelampauan BMPK beserta Laporan Pelaksanaan *Action Plan*/Rencana Tindakan Penyelesaiannya.

In accordance to Bank Indonesia Regulation, fund provision to the related party and key debtors/group has been reported orderly including loans that exceed the BMPK along with Action Plan Performance Report/ Solution Action Plan.

Proses kredit telah melalui Rapat Teknis untuk memitigasi berbagai kemungkinan yang timbul sebelum pemberian penyediaan dana kepada debitur. Dalam

The loan process is already passed the Technical Meeting in order to mitigate various possibilities that may emerged before delivering fund provision to the debtors. In each

setiap pengambilan keputusan penyediaan dana telah diputuskan bersama dalam Rapat Komite Kredit sesuai Batas Wewenang Memutus Kredit (BWMK) dan menerapkan *Four Eyes Principle* dimana keputusan kredit didasarkan pada rekomendasi dari Bisnis Unit terkait dan *Credit Risk Reviewer* yang diharapkan dapat menghasilkan kredit yang berkualitas dan dapat mencapai target yang ditentukan. Khusus ketentuan Bank Indonesia tentang Batas Maksimum Pemberian Kredit (BMPK) selalu diinformasikan dalam Nota Analisa Kredit (NAK) dengan berpedoman pada Memo tentang jumlah Modal Bank yang dikeluarkan setiap bulan oleh Divisi Accounting atau Satuan Kerja Manajemen Risiko.

Bank telah memiliki kebijakan internal mengenai mekanisme pemantauan penyediaan dana dengan memperhatikan penyebaran/diversifikasi portofolio dengan pembagian pengelolaan pada masing-masing Bisnis Unit berdasarkan segmentasi kredit, yaitu segmen *Retail Business* yang terbagi menjadi *SME Business*, *Consumer Business*, *Micro Business*, *Corporate Business*, dan *Linkage Business*.

PT Bank JTrust Indonesia Tbk telah menetapkan kebijakan internal mengenai limit penyediaan dana sesuai dengan Peraturan Bank Indonesia No.7/3/PBI/2005 tanggal 20 Januari 2005 serta perubahannya dengan Peraturan Bank Indonesia No.8/13/PBI/2006 tanggal 5 Oktober 2006 tentang Batas Maksimum Pemberian Kredit, dan berdasarkan Memorandum Prosedur No. 31.12/M.Dir-MRD/JTRUST/VIII/2015 tanggal 31 Agustus 2015 Perihal Batas Maksimum Pemberian Kredit (BMPK) dan Pengelolaan Debitur Group, yang menegaskan kembali bahwa ketentuan BMPK dan InHouse Limit BMPK terbagi menjadi:

1. BMPK kepada Pihak Tidak Terkait ditentukan sebesar setinggi-tingginya 20% dari Modal Bank untuk 1 (satu) peminjam secara individu, dan setinggi-tingginya sebesar 25% dari Modal Bank untuk 1 (satu) kelompok peminjam.
2. BMPK kepada Pihak Terkait ditetapkan setinggi-tingginya sebesar 10% dari Modal Bank.
3. BMPK kepada Kelompok Peminjam (Debitur Group) ditetapkan paling tinggi sebesar 80% dari BMPK (Inhouse Limit).

Penyediaan Dana kepada Pihak Terkait dipertegas kembali melalui Memorandum Prosedur No.31.13/M.Dir-MRD/JTRUST/VIII/2015 tanggal 31 Agustus 2015 Perihal Penyediaan Dana Kepada Pihak Terkait.

B. Rencana Strategis Bank

JTrust Co sebagai pemegang saham PT Bank JTrust Indonesia Tbk adalah sebuah perusahaan keuangan dari Jepang yang telah resmi dan lulus dalam melewati

decision making of fund provision is a result of joint decision in Credit Committee Meeting in line with Credit Limit Decision Authority (BWMK) and implement Four Eyes Principle where the credit decision is based on the recommendation from related Business Unit and Credit Risk Reviewer that hoped to produce a qualified credit and accomplish the determined target. On Bank Indonesia provision on Maximum Credit Disbursement Limit (BMPK), particularly, is always informed on Credit Analysis Note (NAK) based on the Memo on Bank's Capital published each month by Accounting Division or Risk Management Working Unit.

Bank already has internal policy on monitoring fund provision mechanism, which consider the diversification of the portfolios by dividing the management to each Business Unit according to its credit segmentation, such as Business Retail segment that divided into SME Business, Consumer Business, Micro Business, Corporate Business, and Linkage Business.

PT Bank JTrust Indonesia Tbk determined internal policy on the fund provision limit according to Bank Indonesia Regulation No. 7/3/PBI/2005 dated January 20, 2005 as well as on the amendment on Bank Indonesia Regulation No.8/13/PBI/2006 dated October 5, 2006 on Maximum Limit of Credit Disbursement, and according to the Memorandum of Procedure No. 31.12/M.Dir-MRD/JTRUST/VIII/2015 dated August 31, 2015 on Maximum Limit of Credit Disbursement (BMPK) and the Management of Debtor Group, which re-emphasize that BMPK provision and InHouse Limit BMPK is divided into:

1. BMPK to Unrelated Parties is determine at maximum of 20% from Bank's Capital for 1 (one) individual lender, and maximum of 25% from Bank's Capital for 1 (one) group lender.
2. BMPK to Related Parties is determine at maximum of 10% from Bank's Capital.
3. BMPK to Debtor Group is determine at maximum of 80% of BMPK (inhouse Limit)

Fund provision to Related Parties is being re-emphasize through the Memorandum of Procedure No. 31.13/M.Dir-MRD/JTRUST/VIII/2015 dated August 31, 2015 on Fund Provision to Related Parties.

B. Bank's Strategic Plan

JTrust Co as the shareholder of PT Bank JTrust Indonesia Tbk is a financial company from Japan that has officially and pass the fit and proper test on acquiring the Bank from the

tahapan proses uji kepatutan dan kelayakan (*fit and proper test*) dalam mengambil alih Bank dari kepemilikan lama. Sebagai investor baru, J Trust Co berkomitmen untuk mengembangkan Bank Mutiara yang telah berganti nama dan logo Bank menjadi "PT Bank JTrust Indonesia Tbk" atau "JTrust Bank" untuk lebih maju lagi di masa yang akan datang seperti telah dilaksanakannya RUPSLB pada tanggal 30 Desember 2014, tanggal 30 Maret 2015, dan 29 September 2015 dengan agenda penyetoran modal baru masing-masing sebesar Rp300 miliar, lalu Rp300 miliar, dan Rp400 miliar sehingga penyetoran modal baru menjadi sebesar setara Rp1 triliun, serta dengan tambahan modal melalui pinjaman subordinasi Rp342 miliar, juga pengangkatan susunan manajemen untuk memperkuat pertumbuhan bisnis ke depan.

Pendekatan analisis posisi juga menggunakan SWOT (S= *Strengths*, W= *Weakness*, O= *Opportunity*, T=*Threat*) berikut sehingga dapat dijadikan acuan dalam perumusan kebijakan dan strategi perusahaan, sebagai berikut:

S - Strengths

1. Memiliki akses yang baik terhadap jaringan bisnis UKM untuk pelaku bisnis dari etnik tertentu.
2. Memiliki keunggulan *relationship* dengan nasabah-nasabah dana.
3. Pemilik baru adalah J Trust, perusahaan keuangan dari Jepang sehingga memperkuat *image* perusahaan dan memiliki jaringan yang luas internasional.
4. Memiliki 61 kantor untuk pembiayaan UMKM.
5. Memiliki tenaga marketing dana yang cukup handal
6. Merupakan perusahaan publik, sehingga memungkinkan mendapatkan dana dari pasar modal untuk tujuan ekspansi di masa mendatang
7. Keunggulan produk *treasury* (*money changer*)

W- Weaknesses

1. Struktur pendanaan didominasi oleh *high cost fund* khususnya deposito.
2. Produk dana belum didukung oleh teknologi perbankan yang memadai.
3. Jumlah staf yang memiliki kemampuan analisa kredit yang memadai masih minim
4. Masih terdapat debitur yang melampaui BMPK.
5. Penerapan teknologi perbankan dan *electronic channel* yang masih kurang memadai sehingga belum mendorong pertumbuhan dana murah dan tidak adanya *product champion*.
6. Penyebaran jaringan kantor yang masih belum optimal karena lebih terkonsentrasi di Jakarta.

previous owner. As a new investor, JTrust Co is committed to develop Bank Mutiara that has change its name and logo to "PT Bank JTrust Indonesia Tbk" or "JTrust Bank" to move forward in the future as implemented on the ESM on December 30, 2014, March 30, 2015, and September 29, 2015 with the agenda of new capital deposit of Rp300 billion, Rp300 billion and Rp400 billion respectively, hence in total the new capital deposit is approximately Rp1 trillion, as well as additional capital through subordinate loan as much as Rp342 billion, also the promotion of management in order to strengthen the business growth in the future.

Position analysis approach is also using the following SWOT (S= *Strengths*, W= *Weakness*, O= *Opportunity*, T=*Threat*) as a guideline on formulating the policies and strategies of the company, are as follow:

S - Strengths

1. Having good access on SME business network for business players from certain ethnicities.
2. Having relationship advantage with fund customers.
3. New owner of J Trust, a Japanese financial firm which strengthens the company's image and has strong international network.
4. Having 61 offices for MSME financing.
5. Having capable fund marketing resources.
6. Is a public company, so it is able to get funding from the stock market for future expansions.
7. Advantage of treasury product (*money changer*)

W- Weaknesses

1. Funding structure is dominated with high cost fund especially deposits.
2. Funding products are not supported with adequate banking technology.
3. The number of staff with sufficient credit analysis capability is still low
4. There are still debtors who surpass LLL.
5. The implementation of banking technology and electronic channel is not sufficient so it has not boosted growth of low-cost funds and there is no product champion.
6. Office distribution network is not optimum because it is still concentrated in Jakarta.

7. Perubahan ketentuan/regulasi permodalan [CAR sesuai ICAAP, PBI 14/18/PBI/2012] menyebabkan CAR JTrust Bank harus minimum di atas CAR minimum 14% sehingga membatasi kemampuan ekspansi aset dan jaringan kantor Bank, serta sesuai dengan PBI No.15/12/2013 tentang Kewajiban Penyediaan Modal Minimum Bank yang mewajibkan pemenuhan modal tambahan sebagai *Capital conservation buffer*, yang secara bertahap hingga tahun 2019 sebesar 2,5% tambahan modal.
8. Bank saat ini beroperasi di bawah skala yang memadai, dan tidak sesuai dengan profil struktur biaya tetap *overhead*, sehingga sulit mencapai kinerja yang setara dengan best performer industri dan *peer group*.
9. Perkembangan lingkungan industri dengan CAR rata-rata 17-18% menempatkan kekuatan keuangan JTrust Bank berada pada posisi yang inferior terhadap pesaing.
10. *Corporate brand* belum mampu menjadi pendukung kemudahan akuisisi bisnis yang efisien.
11. Infrastruktur bisnis Mikro, *Consumer* dan *Small* sebagai bisnis utama belum mampu mendukung pembentukan *portfolio* yang mendukung percepatan penyetaraan kinerja
12. Produktivitas belum sebanding dengan jumlah cabang dan biaya tenaga kerja
13. Perlunya perbaikan kualitas kredit
14. *Cost of Fund* yang masih tinggi
15. MIS yang terintegrasi belum optimal

O- Opportunities

1. Adanya kesempatan optimalisasi pengembangan jaringan di Jawa dan luar Jawa.
2. Pasar transaksi valuta asing dan Bank Notes masih dapat dioptimalkan ditambah dengan transaksi Devisa Umum yang belum optimal, disamping peluang bisnis di dalam JTrust *network*.
3. Potensi pertumbuhan aset khususnya segmen UKM dari pelaku bisnis etnik tertentu masih dapat ditingkatkan.
4. Peluang sektor *consumer & retail* masih terbuka.
5. Peluang pembiayaan mikro yang belum terjamah bank masih sangat terbuka.
6. Bank telah menjalin kerjasama dengan beberapa institusi yang memiliki *customer based* dan jaringan distribusi yang luas untuk pengembangan usaha di beberapa bidang seperti *funding*, kredit dan *fee based income*.
7. Dengan terendah loan-to-GDP ratio terendah sebesar 25%, Indonesia diharapkan menghadapi perubahan struktural dalam siklus kredit.

7. Change in provision/regulation on capital [CAR according to ICAAP, PBI 14/18/PBI/2012] causes CAR of JTrust Bank should be above minimum CAR of 14% which limits the capability for Bank's asset expansion and office network, in accordance with PBI No. 15/12/2013 on Bank's Minimum Capital Requirement which requires additional capital as Capital conservation buffer, in stages until 2019 as much as 2.5% of additional capital.
8. The Bank currently operates below sufficient scale, and is not in line with the structure profile of overhead fixed cost, making it difficult to achieve an equal performance with the industry's best performer and peer group.
9. The development of industry environment with average CAR of 17-18% places JTrust Bank's financial power in inferior position against competitors.
10. Corporate brand is unable to become supporter of simple efficient business acquisition.
11. Infrastructure of Micro, Consumer and Small Businesses as main business is unable to support portfolio establishment which supports performance equality acceleration
12. Productivity is not equal to the number of branches and cost of workers
13. The need for credit quality improvement
14. Cost of Fund which remains high
15. Integrated MIS is not optimal

O- Opportunities

1. Opportunity to optimize network distribution in Java and outside Java.
2. Foreign exchange transaction market and Bank Notes can still be optimized in addition to Common Foreign Exchange market which is still not optimal, besides business opportunities in the JTrust network.
3. Asset growth potential especially SME segment from certain ethnic business players can still be increased.
4. Opportunities for consumer & retail sector remain open.
5. Opportunities for micro financing which have not been tapped by banks are very much open.
6. The Bank has cooperated with several institutions with customer based and wide distribution network for business development in several sectors such as funding, loans, and fee based income.
7. With low loan-to-GDP ratio of 25%, Indonesia is expected to face structural change in credit cycle.

8. Dengan adanya pemilik baru dari investor Jepang, telah memberikan kesempatan untuk memperluas *customer based* dari nasabah Jepang.
9. Segmen UMK tetap merupakan segmen kredit yang tumbuh paling cepat.

T- Threats

1. Persaingan yang ketat dalam penghimpunan dana murah dengan memanfaatkan *e-banking* dan *electronic channel* lainnya.
2. Masih terdapat potensi gugatan hukum dari nasabah maupun *counterparty* terkait dengan masalah-masalah manajemen lama.
3. Kegagalan *recovery* atas aktiva produktif bermasalah dan AYDA.
4. Terjadi pemburukan *portfolio* aset kredit dalam jumlah material terutama dari dampak makro ekonomi yang berdampak menurunnya CAR.
5. Meningkatkan tingkat suku bunga dapat mengencangkan likuiditas bank.
6. Bank berskala kecil lebih sensitif pada ancaman reputasi

a. Kebijakan Manajemen

Searah dengan upaya pencapaian target bisnis, J Trust Bank telah menetapkan dan terus menjalankan 4 fokus target prioritas yang dibentuk dari tahun 2014 hingga kedepan di akhir tahun 2020 sebagai landasan bagi pertumbuhan bisnis, sebagai berikut:

1. Pengembangan Bisnis:
 - Evaluasi dan Pengembangan bisnis lending & funding
 - Pengembangan bisnis yang berbasis teknologi untuk memperluas nasabah ritel, meraih *fee based income* dan memberikan pelayanan yang terbaik bagi nasabah
 - KPI & *Financial model* yang terukur
 - MIS yang terintegrasi
 - *Early Warning System* yang kuat
 - *Crossborder transaction* menambah dana dan menurunkan biaya
 - *Budget Control*
 - Penyelesaian NPL secara intensif.
2. Business Process
 - Mapping potensial *customer* dan *competitor*
 - Menyusun proses bisnis yang efektif dan efisien
 - Program promosi yang terintegrasi
 - Monitoring disiplin *sales process*
 - Revitalisasi kantor cabang

8. With new owner of Japanese investor, it allows for opportunity to expand customer base from Japanese customers.
9. SME segment is still the fastest growth loan segment.

T- Threats

1. Tight competition in collecting low-cost funds by utilizing e-banking and other electronic channel.
2. There are still lawsuit potentials from customers or counterparty related with old management problems.
3. Recovery failure on bad productive assets and AYDA.
4. Worsening credit asset portfolio in material amounts particularly due to macroeconomic impact which affects the decline in CAR.
5. Increasing interest rates can tighten bank liquidity.
6. Small-scale banks are more sensitive on reputation threats

a. Policy Statement

In line with business target achievements, J Trust Bank has set and implemented 4 priority target focuses set from 2014 to 2020 as foundation for business growth, as follows:

1. Business Development:
 - Evaluation and Business development lending & funding
 - Technology-based business development to expand retail customers, attract fee based income and provide best service for customers
 - Measured KPI & Financial model
 - Integrated MIS
 - Strong Early Warning System
 - Crossborder transaction adds funds and reduces cost
 - Budget Control
 - NPL settlement in intensive manner.
2. Business Process
 - Mapping potential customer and competitor
 - Designing effective and efficient business process
 - Integrated promotional program
 - Monitoring disciplinary of sales process
 - Revitalizing branches

3. Sumber Daya Manusia
 - Pemenuhan SDM yang kompeten
 - Program Training berkelanjutan
 - Jenjang karir yang menarik
 - Skema insentif
 - Budaya perusahaan yang kuat
 - Review dan perbaikan struktur organisasi yang mengakomodir dinamika bisnis yang cepat dan efisien
4. Infrastruktur
 - Optimalisasi jaringan kantor
 - Pengembangan IT yang mendukung bisnis dengan penggantian *core banking system*
 - Membangun IT yang terintegrasi

b. Kebijakan Manajemen Risiko dan Kepatuhan

1. Penguatan implementasi *dual control* dan peningkatan kualitas melalui:
 - Penerapan RCSA (*Risk Control Self Assessment*)
 - Penerapan JSOX Based Komponen
2. Pengembangan dan perbaikan 8 jenis profil risiko manajemen yang terpisah dengan pengelola bisnis
3. Penyempurnaan *early warning system*
4. Penerapan *four eye principles*
5. Peningkatan kualitas implementasi komite kredit (NAK dibantu oleh konsultan, *training* kredit & LK oleh tenaga internal Bank)
6. Peningkatan kualitas pelaksanaan ALCO untuk mendapatkan penetapan suku bunga produk bank yang kompetitif
7. Peningkatan kualitas *advis/rekomendasi* manajemen terkait pengelolaan risiko, Kebijakan Umum Manajemen Risiko (KUMR)

Penguatan kualitas bidang kepatuhan (GCG) dan budaya perusahaan:

1. Penguatan kualitas kebijakan manajemen maupun keputusan mengenai produk, jasa dan layanan, serta pengelolaan perusahaan yang tertuang dalam surat keputusan, surat edaran, SOP baik internal bank maupun eksternal dengan cara memberikan masukan kepada divisi-divisi, mensosialisasikan, melakukan *assessment*, dan lain-lain.
2. Penguatan implementasi program budaya perusahaan sesuai standar yang ditetapkan.

3. Human Resources
 - Fulfilling competent HR
 - Continuous Training Program
 - Attractive career path
 - Incentive scheme
 - Strong corporate culture
 - Review and improvement of organizational structure which accommodate fast and efficient business dynamics
4. Infrastructure
 - Optimization of office network
 - IT development which supports business with the replacement of core banking system
 - Building integrated IT

b. Risk Management Policy and Compliance

1. Strengthening the implementation of dual control and quality improvement through:
 - Implementation of RCSA (Risk Control Self Assessment)
 - Implementation of JSOX Based Component
2. Development and improvement of 8 types of risk profile management that are separated from business management
3. Improvement the early warning system
4. Implementation of four eye principles
5. Improving the quality of the credit committee (Credit Application assisted by consultants, credit and financial institutions training by the Bank's internal employees)
6. Improving the quality of ALCO implementation to provide competitive interest rate for the Bank's products
7. Improving the quality of *advice/* management's recommendation related to the risk management, the Risk Management General Policy (KUMR)

Strengthening the quality of compliance (GCG) and corporate culture:

1. Strengthening quality management policies and decisions about products, services, as well as the management of the company as stipulated in a decree, circulars, SOP both internal bank and externally by providing input to the divisions, socialize, conduct assessment, etc.
2. Strengthening implementation of corporate culture according to set standard.

c. Strategi Pengembangan Bisnis

Dengan adanya kebijakan yang baru dimana sesuai dengan Peraturan Bank Indonesia Nomor 14/26/PBI/2012 tentang Kegiatan Usaha dan Jaringan Kantor Berdasarkan Modal Inti Bank untuk saat ini dimana bank sedang berupaya menguatkan permodalan. Untuk kemudian pada fase selanjutnya bank berupaya melakukan penguatan implementasi *dual control* dan peningkatan kualitas bisnis kembali ditahun kedepan melalui: rencana pengembangan bisnis yang lebih terfokus pada bidang atau segmen mikro, kecil dan menengah, berupa *retail* dan *commercial*, serta berupaya memperbaiki komposisi pendanaan pada CASA yang lebih baik.

Selain itu setelah menjalin kerjasama melalui "Bancassurance" juga akan lebih banyak mengembangkan produk guna mendukung dana murah, serta lebih mengoptimalkan jaringan yang telah ada. Bank juga akan mulai melakukan perbaikan pada *upgrading core system* guna mendukung dan mengembangkan "E-Banking" dan "M-Banking" untuk lebih memberikan kemudahan bagi Nasabah primanya, disamping untuk dapat bersaing dengan produk liabilitas bank lainnya.

d. Strategi Pengembangan SDM

Strategi Pengembangan Sumber Daya Manusia (SDM) dan Kebijakan Remunerasi (*Remuneration Policies*) dapat dilihat pada bab Pembahasan dan Analisa Manajemen, sub bab Tinjauan Operasional.

Rencana Bisnis (*Business Plan*)

Adalah rencana kegiatan usaha Bank jangka pendek (1 tahun) dan jangka menengah (3 tahun) termasuk strategi untuk merealisasikan rencana tersebut, rencana untuk memperbaiki kinerja usaha, dan rencana pemenuhan ketentuan kehati-hatian sesuai penetapan target dan waktu.

PT Bank JTrust Indonesia Tbk. telah menyusun RBB secara realistis, komprehensif, terukur (*achievable*) dengan memperhatikan prinsip kehati-hatian dan responsif terhadap perubahan internal dan eksternal. Terkait dengan hal ini dapat disampaikan:

- RBB telah disusun berdasarkan kepada asumsi perkembangan ekonomi makro kedepan dan kemampuan Bank sendiri disertai dengan penerapan prinsip kehati-hatian sehingga tercipta RBB yang realistis, komprehensif dan terukur (*achievable*). Bank juga cukup responsif terhadap perkembangan kondisi

c. Business Development Strategy

With the new policy which according to the Bank Indonesia Regulation No. 14/26 / PBI / 2012 on Business Activities and Office Network Based on the Bank's core capital today where the bank is trying to strengthen capital. Then, on the next phase the bank seeks to strengthen the implementation of the dual control and quality improvement business again in the next year through: business development plan that is more focused on the field or segment of micro, small and medium enterprises, such as retail and commercial, as well as working to improve funding composition at CASA.

Besides, after forming collaboration through "Bancassurance", more products will be developed to support low cost fund as well as optimizing the existing network. Bank also will start to improve and upgrade its core system to support and develop the "E-Banking" and "M-Banking" to better provide convenience for the prime customers, as well as to be able to compete with liability products of other banks.

d. Human Resources Development Strategy

Strategy of Human Resource Development (HRD) and the Remuneration Policy can be seen in chapter of Management Discussion and Analysis, under sub chapter of Operational Review.

Business Plan

Business plan is the short-term (1 year) and medium-term (3 years) business plans of the Bank which include strategy to realize the plan, a plan to improve business performance, and plans for fulfillment of prudential requirements according to the set target and time.

PT Bank JTrust Indonesia Tbk. has prepared a Business Plan which is realistic, comprehensive, measurable (*achievable*) by observing the principles of prudence and responsive to internal and external changes. The following can be said regarding the matter:

- The Bank's Business Plan has been prepared based on the assumption of future macroeconomic developments and the ability of the Bank accompanied by the implementation of the prudential principles so as to create a realistic, comprehensive and measurable (*achievable*) Business Plan. The Bank was also

internal dan eksternal dengan melakukan Revisi RBB tahun 2015-2017 pada tanggal 30 Juni 2015 melalui Surat ke OJK No. 30.03/S-Dir-PPD/JTRUST/VI/2015, serta Penyesuaian Revisi Rencana Bisnis PT Bank JTrust Indonesia, Tbk Tahun 2015-2017 dengan surat ke OJK No. 11.01/S-DIR-PPD/JTRUST/IX/2015 tertanggal 11 September 2015 dan telah melakukan pembuatan RBB untuk tahun 2016-2018 yang telah diserahkan dengan surat No. 30.03/S-DIR-PPD/JTRUST/XI/2015 tanggal 30 November 2015.

- Direksi telah melaksanakan RBB secara efektif. Hal ini dilakukan Direksi, antara lain dengan cara melakukan pemantauan efektifitas pelaksanaan RBB, sebagai berikut:
 - Pemantauan pencapaian realisasi RKAP/RBB kepada pemegang saham secara bulanan (*performance review*).
 - Pemantauan pencapaian realisasi RBB disampaikan ke Bank Indonesia secara rutin per Triwulanan.
 - Pemantauan pencapaian realisasi terhadap RBB dilakukan secara langsung setiap akhir bulan dengan melakukan "rapat prognosa bulanan" agar pencapaian sesuai target yang telah ditetapkan.
- Komisaris telah melaksanakan pengawasan terhadap pelaksanaan RBB. Terkait dengan hal ini dapat disampaikan:
- Komisaris telah melaksanakan pengawasan terhadap pelaksanaan RBB melalui penyusunan laporan pengawasan rencana bisnis (rutin per semesteran) yang disampaikan kepada OJK dan rapat bulanan Direksi-Komisaris. Dalam laporan dan rapat tersebut, selain bertindak sebagai pengawas, Komisaris juga memberikan arahan dan masukan strategi kedepan Bank.

a. Rencana Bisnis Jangka Pendek

Rencana Bisnis Jangka Pendek dari perseroan dapat dilihat pada bab Pembahasan dan Analisa Manajemen, dengan masing-masing tinjauan pada sub bab Tinjauan Bisnis, Tinjauan Keuangan, dan Tinjauan Operasional.

b. Rencana Bisnis Jangka Menengah

Bank telah menetapkan beberapa target jangka menengah dengan dasar rencana jangka pendek sebagai awal atau *base figure* bisnis yang dapat disampaikan sebagai berikut:

quite responsive with the development of internal and external condition by performing revision on its 2015-2017 Business Plan on June 30, 2015 through a letter to the FSA No. 30.03 / S-Dir-PPD / JTRUST / VI / 2015, and made Adjustment to the Revision of the Business Plan of the PT Bank JTrust Indonesia, Tbk for the years 2015-2017 through a letter to FSA No. 11.01/S-DIR-PPD/JTRUST/IX/2015 dated September 11, 2015 as well as prepared a Business Plan for the years 2016-2018 which has been submitted through a letter No. 30.03/S-DIR-PPD/JTRUST/XI/2015 dated November 30, 2015.

- The Directors have implemented the Bank's Business Plan effectively. The Directors, among others, performed monitoring of the effectivity of Business Plan implementation, as follows:
 - Monitoring the realization of the Company's Budget Work Plan/Business Plan to the shareholders on a monthly basis (*performance review*).
 - Monitoring of the realization of Bank Business Plan is submitted to Bank Indonesia regularly every quarter.
 - Monitoring the realization of the Bank's business plan is carried out directly at end of each month by holding a "monthly prognosis meeting" so that the achievement is in accordance with the set targets.
- Commissioners have supervised the implementation of the Business Plan. The following can be said regarding this matter:
- The Commissioners have supervised the implementation of the Bank's Business Plan by preparing business plan monitoring report (routinely every semester) which is submitted to FSA and in monthly meetings between Directors and Commissioners. In the report and the meeting, in addition to acting as a watchdog, the Commissioners also provide direction and input for the future strategy of the Bank.

a. Short-Term Business Plan

Short-Term Business Plan of the company can be observed in the chapter of Management Discussion and Analysis, with each review in Business Review, Financial Review, and the Operational Review sections.

b. Medium-Term Business Plan

The Bank had stipulated several medium-term targets on the basis of short-term plan as the commencement or base figure of the business which can be elucidated as follows:

Pengembangan bisnis 2014-2017 dilaksanakan dalam 2 Fase dengan meliputi 5 Isu Utama, sebagai berikut:

1. Perbaikan Kinerja Keuangan

Fase 1. Rekonsolidasi di tahun 2014

- Peningkatan Manajemen Permodalan
- Implementasi Program efisiensi
- Penyetoran Modal awal Rp300 miliar guna meningkatkan profil risiko dan menopang Neraca JTrust Bank.

Fase 2. Ekspansi

a. tahun 2015

- Peningkatan Manajemen Permodalan
- Peningkatan Manajemen Laba/Rugi
- Restrukturisasi *Balance Sheet* untuk meningkatkan pendapatan
- Penambahan setoran Modal Rp300 miliar

b. tahun 2016-2017

- Peningkatan Manajemen Permodalan
- Ekspansi Kredit bersuku bunga tinggi (*high yield*)
- Membersihkan aset yang non prospektif
- Penambahan setoran Modal berikutnya sesuai kebutuhan dari rencana *corporate plan* 2015-2019 guna mendukung proyeksi pertumbuhan kredit.

2. Pengembangan Manajemen Risiko

Fase 1. Rekonsolidasi di tahun 2014

- Peningkatan proses kredit
- Mengelola seluruh portofolio risiko Bank dan mengembangkan perangkat Manajemen risiko.

Fase 2. Ekspansi

a. tahun 2015

- Peningkatan proses kredit
- Mengelola seluruh portofolio risiko bank dan mengembangkan perangkat Manajemen Risiko.
- Mengembangkan sistem pengendalian risiko yang terintegrasi.

b. tahun 2016-2017

- Menerapkan sistem pengendalian risiko yang terintegrasi.

3. Pengembangan Infrastruktur dan operasional

Fase 1. Rekonsolidasi di tahun 2014

Persiapan dan desain:

- Revitalisasi cabang dan *distribution channel*
- Mengembangkan proses bisnis yang efektif

2014-2017 business development is carried out in two phases comprising of 5 Key Issues, as follows:

1. Financial Performance Improvements

Phase 1. Reconsolidation in 2014

- Increased Capital Management
- Implementation of the efficiency program
- Depositing initial capital of Rp300 billion in order to improve the risk profile and sustain the balance sheet of JTrust Bank.

Phase 2. Expansion

a. 2015

- Increased Capital Management
- Increased Profit / Loss Management
- Balance Sheet Restructuring to increase revenue
- The increase in capital injection in the amount of Rp300 billion

b. 2016-2017

- Increased Capital Management
- High interest Credit expansion (*high yield*)
- Clearing the non prospective assets
- The increase of the following capital injection subject to the requirements set forth in the 2015-2019 corporate plan in order to support credit growth projections.

2. Development of Risk Management

Phase 1. Reconsolidation in 2014

- The increase in the loan process
- Managing the entire Bank risk portfolio and develop Risk management devices.

Phase 2. Expansion

a. 2015

- The increase in the loan process
- Managing the entire Bank risk portfolio and develop Risk management devices.
- Develop integrated risk control system.

b. 2016-2017

- Applying an integrated risk control system.

3. Infrastructure and Operations Development

Phase 1. Reconsolidation in 2014

Preparation and design:

- Revitalization of the branch and distribution channel
- Develop effective business process

- Cabang sebagai *sales* dan *Service Channel*
- *Business process engineering*

Fase 2. Ekspansi

a. tahun 2015

- Implementasi *distribution channel & cabang*
- Implementasi *effective business process*
- Relokasi kantor pusat
- Meningkatkan IT Sistem untuk mendukung bisnis MSME & ritel banking
- Implementasi XBRL (*electronic business reporting*)
- Implementasi *Network Security and corporate Internet Banking*
- Mengajukan *cash management*
- Mempersiapkan *Chip Card system* untuk memenuhi Ketentuan BI (NSICSS)
- Implementasi *performance management system*
- meningkatkan *Loan Origination System*

b. tahun 2016-2017

- Implementasi *distribution channel & cabang*
- Implementasi *effective business process*
- Ekspansi kantor cabang
- Implementasi *e-banking*
- Implementasi *mobile banking* untuk nasabah MSME
- Implementasi *cash management*

4. Fokus Utama Bisnis

Fase 1. Rekonsolidasi di tahun 2014

- Konsolidasi *loan business*
- Membangun segmentasi strategis untuk pembiayaan *Consumer & Pembiayaan UMKM*
- *Differentiate approaches to SMEs VS. Middle Market*

Fase 2. Ekspansi

a. tahun 2015

- Percepatan Bisnis Mikro & SME
- Meningkatkan produktivitas cabang
- Meningkatkan dana murah
- *Expanding deposits customer base*
- *Shifting core deposits*
- Meningkatkan aliansi strategis pada jaringan/network
- *Strengthening fee based income ratios*

- Branch as a sales and Service Channel
- Business process engineering

Phase 2. Expansion

a. 2015

- Implementation of distribution channels and branch
- Implementation of effective business process
- Relocation of head office
- Improve IT System to support MSME & retail banking business
- Implementation of XBRL (electronic business reporting)
- Implementation of Network Security and corporate Internet Banking
- Application of cash management
- Preparing the Chip Card system to satisfy the BI provisions (NSICCS)
- Implementation of performance management system
- Increasing the Loan Origination System

b. 2016-2017

- Implementation of distribution channels and branch
- Implementation of effective business process
- Expansion of the branch office
- Implementation of e-banking
- Implementation of mobile banking for MSME customers
- Implementation of cash management

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4. The Business' Main Focus

Phase 1. Reconsolidation in 2014

- Consolidation loan business
- Build strategic segmentation for Consumer & UMKM financing
- Differentiate approaches to SMEs VS. Middle Market

Phase 2. Expansion

a. 2015

- Micro & SME Business Acceleration
- Increase the productivity of branch
- Increase the inexpensive funds
- Expanding deposits customer base
- Shifting core deposits
- Improve strategic alliance in the network
- Strengthening fee based income ratios

- *Strengthening money changer positioning*
- Memperkuat pengembangan kemampuan SDM dengan merekrut 280 *account officer and funding officer*
- b. tahun 2016-2017
 - Dana murah: 23%
 - *Accounts*: 1 million
 - *Quality network*: 71
 - Penyesuaian *delivery channels*
 - Manajemen Penjualan/*relationship*
 - Memperkuat pengembangan kemampuan SDM dengan merekrut 615 orang

- Strengthening money changer positioning
- Strengthening the development of human resource capabilities by recruiting 280 account officers and funding officers
- b. 2016-2017
 - Inexpensive fund: 23%
 - Accounts: 1 million
 - Quality network: 71
 - Adjustment of delivery channels
 - Sales/Relationship Management
 - Strengthening the development of human resource capabilities by recruiting 615 people

5. Peningkatan Image Perusahaan

Mulai dilakukan pada tahapan Fase ke 2. Ekspansi dengan melakukan sebagai berikut:

- Melakukan *rebranding*
- Meningkatkan pemasaran baru
- Program komunikasi
- Mempersiapkan Komunitas yang terintegrasi melalui program *Marketing Communication*
- Meningkatkan *brand awareness* melalui peningkatan promosi yang efektif dan terintegrasi

5. Improving the Company Image

- Commenced on Phase 2 Expansion stage by performing the following:

- Rebranding
- Increase the new marketing
- The communication program
- Preparing the integrated community through marketing communications program
- Increase brand awareness by increasing an effective and integrated promotion

c. Rencana Bisnis Jangka Panjang

Untuk perkembangan bisnis jangka panjang selanjutnya dapat diuraikan dengan fokus strategi sebagai berikut:

Tahun 2018

Pangsa Pasar

1. Percepatan pertumbuhan *Retail Banking*
2. Meningkatkan *fee based income* melalui peningkatan jasa pelayanan
3. Meningkatkan pangsa pasar dan jaringan bisnis
4. Memasuki era *digital banking*
5. Pertumbuhan bisnis yang berkelanjutan

Tahun 2019

Ekspansi yang terintegrasi

1. Memperkuat posisi di pasar
2. *Integrated banking Micro SME & Commercial, Retail Consumer*
3. Meningkatkan pertumbuhan bisnis
4. Meningkatkan laba serta aset

c. Long Term Business Plan

For further long-term business development can be described by the following strategy focus:

2018

Market Share

1. Accelerate growth of Retail Banking
2. Increasing fee based income through improvement of services
3. Expanding market share and business network
4. Entering the digital banking era
5. Sustainable business growth

2019

Integrated Expansion

1. Strengthening market position
2. *Integrated banking Micro SME & Commercial, Retail Consumer*
3. Strengthening business growth
4. Increasing profits and assets

Tahun 2020

Pertumbuhan yang berkelanjutan

1. Pengembangan berbagai produk-produk yang inovatif
2. Memperluas dan memperkuat jaringan domestik dan jaringan internasional
3. Meningkatkan kualitas pelayanan
4. Mempunyai pelayanan *digital banking* yang lebih baik dan luas.

2020

Sustainable growth

1. Development of innovative products
2. Expanding and strengthening the domestic and international networks
3. Improving service quality
4. Offering better and more comprehensive digital banking services.

C. Transparansi Kondisi Keuangan dan Non Keuangan Bank yang Belum Diungkap Dalam Laporan Lainnya

Sebagai perusahaan terbuka, PT Bank JTrust Indonesia Tbk telah memberikan informasi keterbukaan mengenai kondisi keuangan dan non-keuangan Bank kepada para *stakeholders* melalui Publikasi Laporan Keuangan Tahunan, Laporan Keuangan Triwulanan dan Laporan lainnya yang disampaikan kepada regulator seperti Bank Indonesia (BI), Otoritas Jasa Keuangan (OJK) dan Bursa Efek Indonesia (BEI) serta *stakeholders* lain sesuai dengan ketentuan yang berlaku. Publikasi Laporan Keuangan Tahunan setidaknya dimuat dalam 2 (dua) media masa/koran yang berperedaran nasional di Indonesia, dan untuk Laporan Keuangan Triwulanan setidaknya dimuat dalam 1 (satu) media masa/koran yang berperedaran nasional di Indonesia serta disampaikan pada media yang mudah diakses melalui situs *website* www.jtrustbank.co.id.

Disamping mempublikasikan Laporan Keuangan yang dimaksud, PT Bank JTrust Indonesia Tbk juga menyusun dan menyampaikan laporan publikasi dalam bentuk Laporan Tahunan (*Annual Report*). Laporan Tahunan diharapkan dapat menjelaskan transparansi kondisi Bank secara menyeluruh termasuk kepemilikan, kepengurusan, kegiatan operasional, perkembangan usaha dan kinerja Bank kepada masyarakat luas/publik dalam menjaga kepercayaan masyarakat terhadap Bank.

Laporan Tahunan wajib disampaikan kepada Pemegang Saham, Bank Indonesia (BI), Otoritas Jasa Keuangan (OJK), Yayasan Lembaga Konsumen Indonesia (YLKI), Lembaga Pemeringkat Indonesia, Asosiasi Perbankan di Indonesia (PERBANAS), Institut Bankir Indonesia (IBI), 2 (dua) Lembaga Penelitian di Bidang Ekonomi dan Keuangan yang kompeten, 2 (dua) Majalah Ekonomi dan Keuangan yang terkenal, dan Kementerian industri.

Laporan Tahunan tersebut cakupan isinya cukup luas, meliputi penjelasan Informasi Umum perusahaan, Laporan Keuangan Tahunan, Opini dari Kantor Akuntan Publik (KAP), transparansi terkait Kelompok Usaha, transparansi laporan kepegawaian, transparansi laporan keuangan sesuai ketentuan PSAK, Eksposur dan Manajemen Risiko dan Informasi lain yang berhubungan dengan Operasional Bank.

C. Transparency of Bank Financial and Non-Financial Conditions Not Yet Revealed In Other Reports

As a public company, PT Bank JTrust Indonesia Tbk has provided disclosure information regarding the Bank's financial and non-financial conditions to stakeholders through the Publication of Annual Financial Statement, Quarterly Financial Statement and other Reports submitted to regulators such as Bank Indonesia (BI), Financial Services Authority (OJK) and the Indonesian Stock Exchange (BEI) as well as other stakeholders in accordance with applicable regulations. Publication of Annual Financial Statement is at least published in 2 (two) mass media/newspapers with national circulation in Indonesia, and the Quarterly Financial Statement is at least published in 1 (one) mass media/newspaper with national circulation in Indonesia and presented in an easily accessible medium via www.jtrustbank.co.id website.

Besides publishing the Financial Statements, PT Bank JTrust Indonesia Tbk also prepares and submits reports in form of Annual Report. The Annual Report is expected to explain the overall transparency of the Bank, including ownership, management, operational activities, business development and performance of the Bank to the community/public in maintaining public confidence in the Bank.

Annual Report must be submitted to Shareholders, Bank Indonesia (BI), Financial Services Authority (OJK), Indonesian Consumers Foundation (YLKI), Indonesian Rating Agency, Indonesian Banks Association (PERBANAS), Indonesian Banking Institute (IBI), two (2) competent Research Institutes in Economics and Finance, two (2) famous Economics and Finance Magazine, and the Ministry of Industry.

The Annual Report contains a wide description including General Information of the company, Annual Financial Statement, Opinion of Public Accounting Firm (KAP), transparency regarding Business Group, transparency of staffing report, transparency of financial statements in accordance with GAAP, Exposure and Risk Management, and other Information related with Bank Operations.

Adapun Informasi Umum meliputi: Susunan Pengurus, Rincian Kepemilikan Saham, perkembangan usaha Bank, sasaran, strategi dan kebijakan manajemen, struktur organisasi, aktivitas utama, Teknologi Informasi, jaringan kantor, dan hal-hal penting yang diperkirakan akan terjadi di masa mendatang, jumlah dan struktur SDM. Sedangkan Laporan Keuangan Tahunan adalah laporan keuangan akhir tahun yang merupakan laporan keuangan yang telah diaudit oleh Kantor Akuntan Publik (KAP) beserta opininya.

Transparansi juga harus diterapkan pada informasi mengenai produk-produk Bank maupun produk lembaga keuangan lainnya seperti *bancassurance* yang dijual melalui bank, sehingga nasabah memperoleh informasi yang jelas mengenai manfaat dan risiko serta biaya-biaya yang melekat pada produk-produk tersebut. Transparansi ini dapat berupa informasi dalam bahasa Indonesia yang disampaikan kepada nasabah secara lengkap dan jelas mengenai karakteristik produk baik lisan maupun tulisan. Informasi minimal mencakup nama produk, jenis produk, manfaat dan risiko yang melekat, tatacara penggunaan produk, biaya-biaya produk, perhitungan bunga atau bagi hasil dan margin keuntungan, jangka waktu berlakunya produk dan penerbit produk Bank termasuk ada atau tidaknya penjaminan produk. Apabila terdapat perubahan karakteristik produk, Bank segera memberitahukan kepada nasabah. Informasi mengenai produk tersebut disampaikan dengan jelas, benar, dan jujur serta dengan menggunakan media yang mudah dibaca dan diakses oleh nasabah.

Bank juga secara berkesinambungan melakukan pengkinian data nasabah, sehingga data pribadi yang disampaikan nasabah kepada Bank juga selain harus transparan juga merupakan data yang terkini, hal ini selain untuk meningkatkan perlindungan terhadap hak-hak pribadi nasabah dalam berhubungan dengan Bank dan juga untuk meminimalisir risiko lainnya yang diakibatkan ketidakbenaran atau ketidakakuratan data nasabah. Bank juga harus meminta persetujuan tertulis dari nasabah jika Bank akan memberikan dan atau menyebarluaskan Data pribadi Nasabah kepada Pihak lain untuk tujuan komersial, kecuali ditetapkan lain oleh peraturan perundang-undangan lain yang berlaku.

Transparansi juga harus dilaksanakan pada penyelesaian pengaduan nasabah yang merupakan salah satu bentuk peningkatan perlindungan nasabah sehingga hak-hak nasabah dalam bertransaksi dengan Bank senantiasa terjamin. Pengaduan nasabah harus segera ditindaklanjuti agar tidak menurunkan reputasi bagi Bank dan dapat menurunkan kepercayaan masyarakat terhadap lembaga perbankan. Bank memiliki waktu 2 (dua) hari kerja untuk

General Information contains: Members of the Board, Details of Share Ownership, development of the Bank's business, objectives, strategy and policy management, organizational structure, major activities, Information Technology, office networks, and important things that are expected to occur in the future, the number and HR structures. Meanwhile the Annual Financial Statement is a year-end financial statement which has been audited by Public Accounting Firm (KAP) with their opinions.

Transparency should also apply to information regarding the Bank's products and other financial institutions products such as *bancassurance* that are sold through banks, so that customers can obtain clear information about the benefits and risks and costs inherent in such products. This transparency can be in form of information in Bahasa Indonesia and delivered to the customers in complete and clear manner related to the product characteristics both in oral and written. Minimum information includes product name, product type, benefits and risks attached, protocols to use the product, cost of products, the calculation of interest or for the results and profit margins, the period of validity of products and the Bank's product publishers including whether there is product guarantee or not. If there are changes in product characteristics, the Bank shall immediately notify the customers. Information about the products is delivered clearly, truthfully and honestly using media that is easy to read and accessible to customers.

The Bank also continuously updates customer data, so that personal data submitted by customers to the Bank is transparent and up-to-date, this is in addition to improve the protection of customers' privacy in touch with the Bank as well as to minimize other risks caused by incorrect or inaccurate customer data. The Bank also must request written consent from the customers if the Bank will provide or disseminate personal data of Customer to another Party for commercial purposes, unless otherwise stipulated by other laws and regulations.

Transparency should also performed in the settlement of customer complaints, which is a form of increased customer protection so that the rights of customers in making transactions with the Bank are always guaranteed. Customer complaints should be followed up immediately to protect the Bank's reputation risk and public confidence in the banking institutions. The Bank has a period of 2

penyelesaian pengaduan lisan dan 20 (dua puluh) hari kerja penyelesaian pengaduan tertulis.

Bank harus memiliki unit dan atau fungsi khusus di bidang pengaduan nasabah yang berada di Kantor Pusat Bank yang menangani dan menyelesaikan pengaduan nasabah, dan wajib mempublikasikan keberadaan unit ini kepada masyarakat. Hasil penanganan dan penyelesaian pengaduan tersebut secara triwulanan harus dilaporkan kepada Otoritas Jasa Keuangan (OJK)/Bank Indonesia (BI).

D. Jumlah Penyimpangan Internal (Internal Fraud) dan Upaya Penyelesaian Oleh Bank

Internal Fraud adalah penyimpangan/kecurangan yang dilakukan oleh pengurus, pegawai tetap dan tidak tetap (honorar dan *outsourcing*) terkait dengan proses kerja dan kegiatan operasional Bank yang mempengaruhi kondisi keuangan Bank secara signifikan. Maksud mempengaruhi kondisi keuangan Bank secara signifikan adalah jika dampak penyimpangannya > Rp100.000.000,- (seratus juta rupiah).

Selama tahun 2015 jumlah kasus kecurangan (*Internal Fraud*) yang dilakukan oleh pegawai Bank (pegawai tetap dan pegawai tidak tetap) dan/atau pihak eksternal Bank yang mempengaruhi kondisi keuangan Bank secara signifikan atau dampak penyimpangan > Rp100.000.000,- (seratus juta rupiah) sebagaimana tabel berikut:

(satuan)

Internal Fraud Dalam 1 tahun Internal Fraud In 1 Year	Jumlah kasus yang dilakukan oleh The number of cases involving						Keterangan Description
	Pengurus Management		Pegawai tetap Permanent Employee		Pegawai tidak tetap Non Permanent Employee		
	Thn sblm- nya Preceding year	Thn berjln 2015 2015 running year	Thn sblm- nya Preceding year	Thn berjln 2015 2015 running year	Thn sblm- nya Preceding year	Thn berjln 2015 2015 running year	
Total fraud	-	-	2	2	-	1	1. Penerimaan <i>Fee/Kickback</i> dan dokumen palsu di Kios Mikro Jatinegara Acceptance of <i>Fee/Kickback</i> and forged documents at Jatinegara Micro Kiosk 2. Penggelapan Dana Promosi di Consumer Business Division/ Consumer Loan Division Misappropriation of Promotional Fund at Consumer Business Division/Consumer Loan Division 3. Penerimaan <i>Fee</i> di Unit Kerja Retail Business Division Acceptance of <i>Fee</i> at Retail Business Division Work Unit
Telah selesai Settled	-	-	2	1	-	-	
Dalam proses penyelesaian di internal Bank In the process of settlement at internal Bank	-	-	-	-	-	-	

(two) business days for the settlement of oral complaints and 20 (twenty) days for written complaints.

The Banks should have a special unit or function for customer complaints at the Headquarters which address and resolve customer complaints, and shall publish the existence of this unit to the public. The results of the handling and settlement of the complaints must be reported on a quarterly basis to the Financial Services Authority (OJK)/Bank Indonesia (BI).

D. The Amount of Internal Fraud and Settlement Efforts by Bank

Internal Fraud is irregularity/fraud committed by management, permanent and temporary employees (honorarium and outsourcing) related to work process and the Bank's operations that affect the Bank's financial condition significantly. The meaning of significantly affecting the Bank's financial condition is if the impact of the deviation > Rp100,000,000, - (one hundred million rupiah).

During 2015 the number of fraud cases (*Internal Fraud*) conducted by Bank employees (permanent and temporary employees) and/or external parties that affect the Bank's financial condition significantly or impact of deviations > Rp100,000,000, - (one hundred million rupiah) as the following table:

(satuan)

Internal Fraud Dalam 1 tahun Internal Fraud In 1 Year	Jumlah kasus yang dilakukan oleh The number of cases involving						Keterangan Description
	Pengurus Management		Pegawai tetap Permanent Employee		Pegawai tidak tetap Non Permanent Employee		
	Thn sbml- nya Preceding year	Thn berjln 2015 2015 running year	Thn sbml- nya Preceding year	Thn berjln 2015 2015 running year	Thn sbml- nya Preceding year	Thn berjln 2015 2015 running year	
Belum diupayakan penyelesaiannya Settlement not yet commenced	-	-	-	-	-	-	
Telah ditindaklanjuti melalui proses hukum Followed up by legal proceedings	-	-	-	1	-	1	

Terdapat 2 (dua) kasus kecurangan (*Internal Fraud*) yang terjadi tahun 2014 dan terungkap tahun 2015, pada Semester II (bulan Agustus) tahun 2015 Bank telah melakukan upaya penyelesaiannya melalui proses hukum dengan melaporkan pegawai yang terlibat *fraud* kepada pihak berwajib/Kepolisian. Sedangkan untuk 1 (satu) kasus kecurangan yang terjadi tahun 2015 Bank telah melakukan upaya penyelesaiannya dengan pelakunya dikeluarkan dari Bank.

There are two (2) cases of fraud (*Internal Fraud*) that occurred in 2014 and was revealed in 2015, in the second half (August) of 2015 Bank has attempted settlement through legal process by reporting the employees involved in fraud to the authorities/police of Republic of Indonesia (INP). For 1 (one) case of fraud that happens in 2015, the Bank has settled it by dishonorable discharge of said employee from the Bank.

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E. Penerapan Strategi Anti Fraud

Bank telah menerapkan Strategi *Anti Fraud* berdasarkan Surat Edaran Bank Indonesia No.13/28/DPNP tanggal 9 Desember 2011 perihal Penerapan Strategi Anti Fraud Bagi Bank Umum, yang antara lain meliputi implementasi 4 (empat) Pilar strategi *anti fraud* J Trust Bank yaitu Pencegahan, Deteksi, Investigasi, dan Pelaporan & *Monitoring* tindak lanjut.

Manajemen J Trust Bank telah menetapkan kebijakan *zero tolerance* terhadap *fraud* dengan menetapkan *Anti Fraud Charter* dan semboyan "*No Fraud Tolerance*" pada tanggal 19 April 2012. Bank telah membentuk organisasi Anti Fraud (*Desk Anti Fraud*) dibawah Direktur Utama yang bertugas mengkoordinasi implementasi strategi *anti fraud* J Trust Bank.

Pada tahun 2015 Bank telah mengimplementasikan program-program pada setiap Pilar Strategi anti c. fraud secara berkesinambungan dan konsisten antara lain:

- Sosialisasi *anti fraud* secara berkala
- Program *Know Your Employee* (KYE)
- Implementasi *Whistleblowing system*
- Program *Surprise Audit*
- Program *Surveillance Audit*
- Investigasi kasus
- Evaluasi serta *monitoring* tindak lanjut penyelesaian kasus *fraud*

E. Anti-Fraud Strategy Implementation

The Bank has implemented Anti-Fraud Strategy based on Bank Indonesia Circular No.13/28/DPNP dated 9 December 2011 regarding the Anti-Fraud Strategy Implementation for Commercial Banks, which includes the implementation of 4 (four) Pillars of anti-fraud strategy JTrust Bank namely Prevention, Detection, Investigation, and Reporting & *Monitoring* follow-up.

Management of JTrust Bank has established a zero tolerance policy towards fraud by setting the *Anti Fraud Charter* and slogan "*No Fraud Tolerance*" on 19 April 2012. The Bank has set up an *Anti Fraud Desk* under President Director who is in charge of coordinating the implementation of anti-fraud strategy of JTrust Bank.

In 2015, the Bank has implemented programs on each pillar of anti-fraud strategy continuously and consistently, among others:

- Socialization of anti-fraud periodically
- Know Your Employee (KYE) Program
- Whistleblowing system Implementation
- Surprise Audit Program
- Audit Surveillance Program
- Investigation of cases
- Evaluation and follow-up monitoring for resolving cases of fraud

Whistleblowing System

Sejak tahun 2012 Bank telah mengimplementasikan *Whistleblowing System* (WBS) yang berfungsi sebagai sarana untuk menerima laporan indikasi *fraud* yang diketahui oleh karyawan di lingkungan kerjanya maupun sarana penerimaan laporan indikasi *fraud* dan atau adanya benturan kepentingan yang diketahui oleh nasabah/rekanan Bank. Sarana WBS Bank antara lain:

- Kotak Pos 99 Jakarta 10000
- Hotline SMS/WhatsApp dikirimkan kepada Nomor: 0813 1504 5555.
- Portal anti fraud dengan alamat/address http://10.33.1.57/jtrust_serasi/.

Manajemen Bank berkomitmen untuk melindungi pelapor fraud yang beritikad baik dan akan patuh terhadap segala peraturan perundangan yang terkait serta best practices yang berlaku dalam penyelenggaraan Sistem Pelaporan Pelanggaran (*Whistleblowing System*).

Perlindungan yang diberikan kepada pelapor *fraud* meliputi perlindungan Bank terhadap perlakuan yang merugikan seperti pemecatan yang tidak adil, penurunan jabatan/pangkat, diskriminasi dalam segala bentuk, dan catatan yang merugikan dalam arsip pribadi pegawai (*personal file record*).

WBS J Trust Bank dikelola oleh Desk Anti Fraud yang langsung dibawah pengendalian Direktur Utama sehingga setiap pengaduan yang masuk dalam WBS Bank akan dibuka oleh pejabat anti fraud dan diteruskan kepada Direktur Utama untuk mendapatkan tindak lanjut.

Selama tahun 2015 terdapat 2 (dua) laporan pelanggaran yang masuk ke dalam WBS J Trust Bank dan telah ditindaklanjuti oleh Bank dengan melakukan investigasi khusus.

F. Jumlah Permasalahan Hukum dan Upaya Penyelesaian Oleh Bank

Permasalahan hukum adalah permasalahan hukum perdata dan pidana yang dihadapi Bank selama periode tahun laporan dan telah diajukan melalui proses hukum.

Selama tahun 2015 jumlah permasalahan hukum perdata dan pidana yang dihadapi PT Bank JTrust Indonesia Tbk yang telah diajukan melalui proses hukum sebagaimana tabel berikut:

Whistleblowing System

Since 2012 the Bank has implemented Whistleblowing System (WBS) which serves as means to accept fraud indication report known by employees in work environment as well as means of receiving fraud indication report or conflict of interest known by customers/partners of the Bank. WBS Bank infrastructure, among others:

- Post Office Box 99 Jakarta 10000
- Hotline SMS/WhatsApp sent to Number: 0813 1504 5555.
- Portal anti fraud by address http://10.33.1.57/jtrust_serasi/.

The Bank's management is committed to protect fraud reporter who has good faith and will adhere to all relevant rules and regulations and best practices applicable in the implementation of Whistleblowing System.

The protection granted to fraud reporter includes Bank protection against adverse treatment such as unfair dismissal, demotion, discrimination in all forms, and harming personal file records.

J Trust Bank WBS is managed by the Anti Fraud Desk directly under the control of President Director so that any complaints received in the Bank's WBS will be opened by the anti-fraud authorities and forwarded to the President Director to get follow-up.

During 2015 there were two (2) reports of violations that went into WBS JTrust Bank and have been followed up by the Bank by conducting a special investigation.

F. Total Legal Issues and Settlement Efforts by Bank

Legal issues are civil and criminal legal issues faced by the Bank over a period of reporting year and have been filed through legal process.

During 2015 the number of civil and criminal cases faced by PT Bank JTrust Indonesia Tbk, which has been filed through legal process, as the following table:

1. Bank Sebagai Tergugat/Terlapor

1. Bank as Defendant/Reported

(satuan)

Permasalahan Hukum Litigation Case	Jumlah Total	
	Perdata Civil	Pidana Criminal
Telah selesai (telah mempunyai kekuatan hukum yang tetap) Settled (with binding legal force)	6	-
Dalam proses penyelesaian Bank sebagai Tergugat In settlement process with the Bank as Defendant	25	-
Total	31	-

2. Bank Sebagai Penggugat/Pemohon/Pelapor

2. Bank As Plaintiff/Applicant/Reporting Party

(satuan)

Permasalahan Hukum Litigation Case	Jumlah Total	
	Perdata Civil	Pidana Criminal
A. Perkara Bank sebagai Penggugat (Gugatan Perlawanan) Case(s) with the Bank as Plaintiff (Counter charges)		
Telah selesai (telah mempunyai kekuatan hukum yang tetap) Settled (with binding legal force)	-	-
Dalam proses penyelesaian In settlement process	1	-
Total	1	-
B. Perkara Bank sebagai Pemohon tentang Kepailitan Case(s) with the Bank as Bankruptcy Applicant		
Telah selesai (telah mempunyai kekuatan hukum yang tetap) Settled (with binding legal force)	4	-
Dalam proses penyelesaian In settlement process	-	-
Total	4	-
C. Perkara Bank sebagai Pelapor adanya Dugaan Tindak Pidana Case(s) with the Bank as the Reporting Party of Allegation of Criminal Act		
Telah selesai (telah mempunyai kekuatan hukum yang tetap) Settled (with binding legal force)	-	-
Dalam proses penyelesaian In settlement process	-	3
Total	-	3

Permasalahan hukum yang umumnya dihadapi oleh Bank adalah:

- Gugatan Perdata
- Penundaan Kewajiban Pembayaran Utang (PKPU)
- Laporan Pidana

Upaya penyelesaian permasalahan hukum oleh Bank antara lain:

- Memastikan penanganan kasus, baik yang ditangani oleh internal maupun eksternal *lawyer* sesuai dengan ketentuan hukum yang berlaku.
- *Memonitor* perkembangan penanganan kasus-kasus hukum baik yang ditangani oleh internal maupun eksternal *lawyer*.

Legal issues commonly faced by the Bank are:

- Civil action
- Suspension of Payment (PKPU)
- Criminal Reports

Efforts to resolve legal issues by the Bank include:

- Ensure handling of cases, both handled by internal and external lawyers are in accordance with the provisions of applicable law.
- Monitor the progress of legal cases handled by both internal and external lawyers.

G. Penggunaan Pihak Penyedia Jasa Teknologi Informasi/ Vendor TI

Berdasarkan PBI No.9/15/PBI/2007 tanggal 30 Nopember 2007, dan SE BI No.9/30/DPNP tanggal 12 Desember 2007 Perihal Penerapan Manajemen Risiko Dalam Penggunaan Teknologi Informasi Oleh Bank Umum, Bank dapat menggunakan jasa pihak lain/pihak penyedia jasa teknologi informasi untuk menyelenggarakan kegiatan teknologi informasi dalam rangka meningkatkan efektivitas dan efisiensi pencapaian tujuan strategis.

Penggunaan pihak penyedia jasa TI menyebabkan Bank memiliki ketergantungan terhadap jasa yang diberikan secara berkesinambungan dan atau dalam periode tertentu yang dapat mempengaruhi timbulnya risiko Bank berupa risiko operasional, kepatuhan, hukum dan reputasi antara lain karena adanya kegagalan penyedia jasa dalam menyediakan jasa, pelanggaran terhadap pengamanan atau ketidakmampuan untuk mematuhi hukum dan peraturan yang berlaku.

a. Proses Pemilihan dan Penentuan Pihak Penyedia Jasa Teknologi Informasi

Secara umum proses pemilihan dan penentuan pihak penyedia jasa teknologi informasi/calon *vendor* TI (terkait dengan kerjasama sistem/program) di PT Bank JTrust Indonesia Tbk meliputi:

- a.1.Mendapatkan sumber informasi calon *vendor* TI dari:
 - Pengalaman sebelumnya dalam berinteraksi dengan calon *vendor*.
 - Jaringan perkenalan rekan-rekan sesama IT perbankan.
 - *Browsing* di internet.
 - Masukan unit bisnis/Divisi/Cabang/internal lainnya.
 - Seminar atau pelatihan.
- a.2.Kriteria dan dasar pertimbangan dalam menentukan calon *vendor* TI yang akan dipilih:
 - Memenuhi nilai total tertinggi/maksimal 100 dari gabungan 3 aspek penilaian yaitu:
 - Aspek Fungsional, bobot 40% dengan maksimal nilai 40.
 - Aspek Teknis, bobot 30% dengan maksimal nilai 30.
 - Aspek Finansial, bobot 30% dengan maksimal nilai 30.
- a.3.Prosedur permohonan persetujuan calon *vendor* TI yang akan dipilih:
 - Melakukan *review* terhadap rencana bisnis tahunan yang berisi daftar proyek yang akan dijalankan, dan menyusun skala prioritas terhadap proyek yang akan dijalankan tersebut.

G. Use of Information Technology Vendor

Based on PBI No.9/15/PBI/2007 dated 30 November 2007, and BI Circular No. 9/30/DPNP dated 12 December 2007 regarding Implementation of Risk Management in the Use of Information Technology by Commercial Banks, the Bank may use the services of the other party/information technology vendor to organize the activities of information technology in order to improve effectiveness and efficiency in achieving strategic objectives.

The use of IT vendors causes the Bank dependency on services provided in an ongoing basis or within a certain period that can affect the incidence of the Bank risk in form of operational risk, compliance, legal and reputational, among others, for their failure to service providers in providing services, breach of security or inability to comply with applicable laws and regulations.

a. The Selection and Determination Process of Information Technology Vendor

In general the selection and determination process of information technology vendor (related with system/program cooperation) in PT Bank JTrust Indonesia Tbk include:

- a.1. Getting information sources of IT vendors from:
 - Previous experience in interacting with prospective vendors.
 - Introduction network of fellow banking IT.
 - Browsing on the internet.
 - Input from other business units/divisions/branches/internal.
 - Seminars or training.
- a.2.Criteria and basic consideration in determining candidates for IT vendors to choose from:
 - Meeting the highest total value/maximum 100 of the combined 3 aspects of assessment, namely:
 - Functional Aspects, weighs 40% with a maximum value of 40.
 - Technical Aspects, weighs 30% with a maximum value of 30.
 - Financial Aspects, weighs 30% with a maximum value of 30.
- a.3.Approval application procedures for prospective vendors to choose from:
 - Conducting a review on the annual business plan that contains a list of projects to be executed, and setting priority scale to the projects.

- Mengumpulkan *requirement*/kebutuhan fungsional dari unit bisnis.
- Mengumpulkan *requirement*/kebutuhan teknis dari Divisi IT.
- Melihat *requirement*/kebutuhan *financial/Budget* dari rencana bisnis tahunan.
- Penyusunan TOR (*Term of Reference*) berdasarkan *requirement* fungsional dan teknis.
- Mengirimkan undangan presentasi beserta TOR kepada beberapa calon *vendor* TI.
- Calon *vendor* TI melakukan presentasi.
- Calon *Vendor* TI mengirimkan *proposal* penawaran berdasarkan TOR.
- Mengundang POC (*Proof Of Concept*) calon *vendor* TI (jika dimungkinkan untuk POC).
- Calon *vendor* TI melakukan POC (jika dimungkinkan untuk POC).
- Melakukan penilaian seluruh aspek (nilai total maksimal 100) terdiri dari:
 - Aspek Fungsional (nilai maksimal 40), dinilai oleh unit bisnis sebagai user.
 - Aspek Teknis (nilai maksimal 30), dinilai oleh Divisi IT.
 - Aspek Finansial (nilai maksimal 30), dinilai oleh Divisi Corporate Secretary (membawahi Bagian *Procurement*).
- Penilaian calon *vendor* TI dibahas dalam rapat Komite IT (jika proyek bersifat strategis).
- Komite IT sesuai kewenangannya memberikan rekomendasi kepada Direksi.
- Direksi memberikan persetujuan atau menolak terhadap rekomendasi Komite IT.
- Setelah disetujui Direksi berdasarkan batas kewenangan limit yang berlaku, maka Divisi Corporate Secretary menindaklanjuti proses *engagement vendor* TI selanjutnya, yaitu: Proses *Purchase Order*/pembuatan Surat Perintah Kerja, Kontrak dan lain-lain.

b. Pemantauan/Pengawasan *Vendor* TI Dalam *Vendor Management*

Bank wajib memiliki program pemantauan data *vendor* TI secara berkesinambungan dalam *vendor management* untuk memastikan penyedia jasa/*vendor* TI telah melaksanakan pekerjaan/memberikan jasa sesuai dengan kontrak/perjanjian kerjasama dengan melakukan:

- Pemantauan pencapaian SLA (*Service Level Agreement*) dari *vendor-vendor* TI utama.

- Gathering requirements/functional needs of the business unit.
- Gathering requirements/technical needs of the IT Division.
- Seeing requirements/financial needs/budget of the annual business plan.
- Preparation of TOR (Terms of Reference) based on the functional and technical requirements.
- Sending invitations and TOR to some prospective IT vendors.
- Candidates for IT vendors making presentations.
- Candidates for IT vendors submitting bid proposals based on the TOR.
- Inviting POC (Proof Of Concept) of prospective IT vendors (if it is possible for POC).
- Candidates for IT vendors doing a POC (if it is possible for POC).
- Assessing all aspects (total maximum value of 100) which consist of:
 - Functional Aspects (maximum value 40), assessed by the business unit as a user.
 - Technical Aspects (maximum value 30), assessed by the IT Division.
 - Financial Aspects (maximum value 30), assessed by the Division of Corporate Secretary (in charge of Procurement Section).
- Assessment of prospective IT vendors is discussed in the IT Committee (if the projects are strategic).
- The IT Committee according to its authority provides recommendations to the Board of Directors.
- The Board of Directors shall approve or reject the recommendation of IT Committee.
- Once approved by the Board of Directors based on the applicable authorization limit, the Division of Corporate Secretary follows up the next engagement process of IT vendors, namely: Process Purchase Order/Work Order manufacture, contract and others.

b. Monitoring/Supervising IT Vendor In Vendor Management

Banks are required to have a data monitoring program of IT vendor in vendor management on an ongoing basis to ensure that IT vendors/service providers have implemented work/provided services in accordance with the contract/agreement by doing:

- Monitoring the achievement of SLA (*Service Level Agreement*) from major IT vendors.

- Kunjungan kerja rutin ke lokasi kerja/*data center* dari vendor TI utama.
- Permintaan laporan keuangan tahunan (*Audited*) vendor TI utama.
- Permintaan hasil audit independen dari lembaga terkait misalnya ISO.
- Rapat berkala dengan vendor TI utama.
- Pemantauan progres penyelesaian proyek TI secara berkala sesuai prinsip *Project Management*.

- Routine working visit to work site/*data center* of the major IT vendors.
- Requesting for annual financial statements (*Audited*) of major IT vendors.
- Requesting independent audit results of the relevant institutions such as ISO.
- Meeting regularly with major IT vendors.
- Monitoring progress of completion of IT projects on a regular basis according to the principles of *Project Management*.

H. Penetapan Status Pengawasan Bank

Memperhatikan:

- Peraturan Bank Indonesia (PBI) Nomor 15/2/PBI/2013 tanggal 20 Mei 2013 tentang Penetapan Status dan Tindak Lanjut Pengawasan Bank Umum Konvensional,
- Surat Otoritas Jasa Keuangan (OJK) Nomor SR-233/D.03/2014 tanggal 16 Desember 2014 perihal Penetapan Bank Mutiara dalam Pengawasan Intensif,
- Surat Bank Nomor 29.04/S.Dir-CPD/Mutiara/XII/2014 tanggal 29 Desember 2014 perihal Penetapan Bank Mutiara dalam Status Pengawasan Intensif,
- Surat J Trust Bank Nomor 03.02/S.Dir-SKMR/JTRUST/XII/2015 tanggal 3 Desember 2015 perihal Permohonan Peninjauan Kembali Status Bank Dalam Pengawasan Intensif PT Bank JTrust Indonesia Tbk,

Serta berdasarkan hasil pengawasan Otoritas Jasa Keuangan (OJK) terhadap kinerja bank sampai dengan posisi Oktober 2015, bahwa kinerja J Trust Bank telah menunjukkan perbaikan dan memenuhi kriteria sesuai ketentuan yang berlaku untuk keluar/lepas dari status "Pengawasan Intensif", maka sesuai Surat OJK Nomor SR-223/D.03/2015 tanggal 10 Desember 2015 perihal Penetapan Bank Saudara Dalam Status Pengawasan Normal, bahwa OJK telah menetapkan status pengawasan J Trust Bank dalam "Status Pengawasan Normal".

Status Pengawasan Normal Bank agar kondisinya terjaga dengan baik, maka Manajemen J Trust Bank senantiasa berupaya optimal memperhatikan dan melakukan hal-hal antara lain:

- Perbaikan kinerja rentabilitas dan pengelolaan kualitas aset yang efektif untuk menetapkan arah dan strategi permodalan jangka panjang dalam rangka menciptakan pertumbuhan modal secara organik yang bersifat *sustainable*.
- Menjaga rasio KPMM minimal 11% dan rasio NPL sesuai dengan ketentuan yang berlaku serta mempertimbangkan rasio rata-rata industri.
- Menjaga kestabilan likuiditas melalui pengelolaan likuiditas secara hati-hati dengan memperhatikan *early warning indicators* dan kecukupan alat likuid.

H. Determination of Bank Supervision Status

Noting:

- Bank Indonesia Regulation (PBI) No. 15/2/PBI/2013 dated May 20, 2013 on the Status Determination and Follow-Up Supervision of Conventional Commercial Banks,
- Financial Services Authority (OJK) Letter No. SR-233/D.03/2014 dated December 16, 2014 regarding Determination of Bank Mutiara in Intensive Supervision,
- Bank Letter No. 29.04/S.Dir-CPD/Mutiara/XII/2014 dated December 29, 2014 regarding Determination of Bank Mutiara in Intensive Supervision Status,
- J Trust Bank Letter No. 03.02/S.Dir-SKMR/JTRUST/XII/2015 dated December 3, 2015 regarding the Request to Review the Intensive Supervision Status of PT Bank JTrust Indonesia Tbk,

And based on the supervision results of the Financial Services Authority (OJK) on the bank's performance until the position in October 2015, that the performance of J Trust Bank has shown improvement and met the criteria according to applicable regulations to exit/escape the "Intensive Supervision" status, then according to the OJK Letter No. SR -223/D.03/2015 dated 10 December 2015, regarding Determination of Bank Saudara in Normal Supervision Status, that the OJK has set J Trust Bank supervision status in the "Normal Supervision Status".

The Bank's Normal Supervision status is to ensure the condition is well maintained, then the Management of J Trust Bank always strives optimally to pay attention to and do things, among others:

- Improved performance profitability and effective asset quality management to set the direction and strategy of long-term capital in order to create a sustainable capital growth organically
- Maintaining a minimum CAR ratio of 11% and NPL ratio in accordance with applicable regulations and considering the ratio of the industry average.
- Maintaining liquidity stability through careful liquidity management by monitoring early warning indicators and adequacy of liquid assets.

- Meningkatkan kualitas penerapan manajemen risiko pada risiko utama Bank dan penguatan kualitas *Good Corporate Governance*.
- Meningkatkan kecukupan Sumber Daya Manusia baik kualitas maupun kuantitas, melalui identifikasi gap kompetensi, perekrutan yang efektif, pelatihan yang tepat dan memadai yang memperhatikan kewajiban pemenuhan rasio minimum biaya pendidikan terhadap keseluruhan biaya tenaga Kerja.
- Menyelesaikan tindak lanjut komitmen hasil pemeriksaan OJK.

- Improving the quality of risk management implementation at the Bank's major risks and strengthening the quality of Good Corporate Governance.
- Improving the adequacy of Human Resources both in quality and quantity, through identifying competency gaps, effective recruitment, proper and adequate training which fulfills the requirement of minimum ratio of cost of education to the overall cost of Labor.
- Completing follow-up on commitment to the OJK test results.

VII. TANGGUNG JAWAB SOSIAL PERUSAHAAN

Pemberian dana untuk Kegiatan Sosial merupakan bentuk implementasi dari program tanggung jawab sosial perusahaan (*Corporate Social Responsibility/CSR*) dari PT Bank JTrust Indonesia Tbk yang diyakini nantinya dapat menciptakan kondisi masyarakat yang lebih baik dan kondusif, serta mampu menanggapi berbagai perubahan dalam kehidupan masyarakat yang pada akhirnya akan menciptakan hubungan yang saling bermanfaat dan menguntungkan antara PT Bank JTrust Indonesia Tbk dengan masyarakat luas.

326 PT Bank JTrust Indonesia Tbk dalam melaksanakan kegiatan operasionalnya senantiasa berusaha menciptakan suasana yang lebih harmonis dengan masyarakat disekitar khususnya dan masyarakat luas pada umumnya sehingga diharapkan dapat menjadi perusahaan yang terus diminati serta disukai oleh masyarakat. Terciptanya lingkungan dalam masyarakat yang aman, nyaman dan dinamis diyakini sebagai kondisi ideal bagi perkembangan dan kelangsungan dunia usaha di manapun.

Dilandasi suatu pemikiran bahwa perusahaan adalah bagian dari suatu masyarakat disekitarnya, maka PT Bank JTrust Indonesia Tbk menyadari bahwa sebagai perusahaan yang memiliki tanggung jawab sosial untuk mengembangkan dan memberdayakan kehidupan masyarakat di sekitarnya melalui program "JTrust Peduli" yang fokus membantu masyarakat dalam bidang pendidikan, kesehatan, sosial keagamaan, lingkungan hidup, dan tanggap darurat terhadap setiap bencana alam.

5 (Lima) Pilar CSR PT Bank JTrust Indonesia Tbk

Guna mewujudkan segenap perihal di atas maka PT Bank JTrust Indonesia Tbk melakukan berbagai upaya dengan memperhatikan 5 (lima) pilar *Corporate Social Responsibility* (CSR) sebagai prinsip dan dasar dalam pelaksanaan kegiatan tersebut di lapangan. Adapun kelima pilar dimaksud adalah sebagai berikut:

VII. CORPORATE SOCIAL RESPONSIBILITIES

Disbursement of funds for social activities is part of the implementation of PT Bank JTrust Indonesia corporate social responsibility. It is believed such implementation improved conditions for a better society and environment, as well as being able to respond to various changes in the community's life. Subsequently and ultimately this form a relationship which is mutually beneficial and PT Bank JTrust Indonesia Tbk and society in general.

In carrying out its operational activities, PT Bank JTrust Indonesia Tbk strives to create an atmosphere that is more harmonious with the surrounding community in particular and the public in general, so to provide favorable image that the company, continue to be sought after and preferred by the community. Establishing safe environment for the communities, comfortable and dynamic is believed to be the ideal conditions for the development and sustainability of the business.

Based on the idea that the company is part of a community around it, PT Bank JTrust Indonesia Tbk realizes that it has a social responsibility to develop and empower people's lives through its program "JTrust Care" that focuses on helping the community in the areas of education, health, social-religious, environmental, and emergency response to natural disaster.

Five CSR Pillars of PT Bank JTrust Indonesia Tbk

In order to realize the subjects mentioned above, various attempts PT Bank JTrust Indonesia Tbk made include observing the five pillars of Corporate Social Responsibility (CSR) as the basic principles and in implementing the activities in the field. The five pillars are as follows:

- **Building Human Capital**
Secara internal, Bank berupaya untuk menciptakan SDM yang andal. Sedangkan secara eksternal, Bank senantiasa berupaya melakukan pemberdayaan masyarakat, utamanya melalui *community development*.
- **Strengthening Economies**
Bank berupaya mendapatkan laba dengan memperhatikan kepentingan dan kesejahteraan ekonomi komunitas khususnya di lingkungan sekitar dimana perusahaan beroperasi.
- **Assessing Social Tension**
Bank senantiasa akan menjaga keharmonisan dengan masyarakat khususnya masyarakat sekitar agar tidak menimbulkan konflik.
- **Encouraging Good Governance**
Dalam menjalankan bisnisnya, Bank senantiasa menjalankan *Good Corporate Governance* (GCG) dengan baik.
- **Protecting The Environment**
Bank senantiasa berupaya menjaga kelestarian lingkungan dan alam sekitarnya.

Program CSR Tahun 2015

Sepanjang tahun 2015 PT Bank JTrust Indonesia Tbk terus berperan serta dalam membangun masyarakat dalam kerangka pelaksanaan program *Corporate Social Responsibility* (CSR) dengan rincian penyaluran dana yang fokus dalam beberapa bidang kegiatan sebagai berikut:

1. Pendidikan

Salah satu program CSR dalam bidang pendidikan yang dilaksanakan oleh PT Bank JTrust Indonesia Tbk adalah program bantuan sumbangan pendidikan yang bekerja sama dengan Koperasi Karyawan Mulia Industry, Cikarang – Bekasi Jawa Barat, berupa pemberian bantuan santunan pendidikan bagi murid SD/SMP/SMA yang yatim piatu didaerah sekitar.

Penyaluran dana program CSR untuk kegiatan pendidikan yang diadakan pada tanggal 25 Agustus 2015 membutuhkan dana sebesar Rp2.550.000,- (dua juta lima ratus lima puluh ribu rupiah).

- **Building Human Capital**
Internally, the Bank is attempting to create reliable Human Resources. While externally, the Bank always strives to conduct the community empowerment, especially through community development.
- **Strengthening Economies**
The Bank is trying to obtain a profit by paying attention to the interests and welfare of the community, especially in the neighborhoods where the company operates.
- **Assessing Social Tension**
The Banks will always maintain harmony with the society, especially the local community so it won't cause conflict.
- **Encouraging Good Governance**
In conducting its business, the Bank always runs the Good Corporate Governance (GCG).
- **Protecting The Environment**
The Bank continually strives to maintain environmental sustainability and its surroundings.

CSR Program in 2015

Throughout the year 2015 PT Bank JTrust Indonesia Tbk continued to participate in develop the community within the framework of the implementation of the program of Corporate Social Responsibility (CSR) with details of funds distribution that focus on a few areas of activity as follows:

1. Education

One of the CSR program in the field of education conducted/carried out by PT Bank JTrust Indonesia Tbk was the education donation assistance program working with KoperasiKaryawanMulia Industry, Cikarang, Bekasi, West Java, – in the form of donations for education (granting assistance cash benefit for education) for orphaned students in elementary/junior high/high school in surrounding area.

Donating the CSR programs funds to educational activities held on August 25, 2015 of Rp2,550,000 (two million five hundred and fifty thousand rupiah).

2. Kesehatan dan Kemanusiaan

Program rutin PT Bank JTrust Indonesia Tbk dalam rangka kegiatan CSR di bidang kesehatan dan kemanusiaan adalah penyelenggaraan kegiatan Donor Darah yang bekerja sama dengan Palang Merah Indonesia (PMI) cabang Jakarta. Kegiatan ini diselenggarakan di Gedung IFC lantai 3, ruang serbaguna Kantor Pusat J Trust Bank yang diadakan rutin tiap tahunnya. Dengan peserta pendonor yang berasal dari internal bank serta karyawan dari perusahaan/tenant yang berada di Gedung IFC tersebut.

Pelaksanaan kegiatan Penyelenggaraan Donor Darah tersebut pada tanggal 8 April 2015 membutuhkan dana sebesar Rp12.184.500 (dua belas juta seratus delapan puluh empat ribu lima ratus rupiah).

3. Sosial dan Keagamaan

Bentuk kegiatan program CSR dalam bidang sosial dan keagamaan yang dijalankan oleh PT Bank JTrust Indonesia Tbk di tahun 2015 adalah berupa:

- a. Pelaksanaan santunan bagi anak yatim piatu di daerah sekitar beserta yayasan Yatim piatu dari daerah tersebut yang dilaksanakan di Kantor Cabang Fatmawati, yang dilaksanakan pada tanggal 10 Juli 2015, dalam santunan tersebut manajemen bank memberikan santunan berupa sembako dan uang tunai. Seluruh kebutuhan dana yang dibutuhkan dalam acara tersebut adalah sebesar Rp41.396.700 (empat puluh satu juta tiga ratus sembilan puluh enam ribu tujuh ratus rupiah).
- b. Pemotongan hewan kurban dalam rangka memperingati hari Raya Idul Adha 1436 H. dimana PT Bank JTrust Indonesia Tbk ikut memeriahkan kegiatan rutin keagamaan tersebut yang dilaksanakan bertepatan hari raya tersebut 24 Oktober 2015 di halaman Masjid Al-Ijtihad di daerah Setiabudi Jakarta Selatan.

Dalam acara pemotongan hewan kurban, yang disumbangkan sebanyak 1 ekor sapi dengan harga sebesar Rp22.500.000,- (dua puluh dua juta lima ratus ribu rupiah).

4. Tanggap Darurat Bencana

Kegiatan program CSR PT Bank JTrust Indonesia Tbk selanjutnya adalah kegiatan bantuan sumbangan bencana berupa adanya kebakaran di Pasar Tradisional Klewer – kota Solo Jawa Tengah. Dalam bantuan sumbangan tersebut, perusahaan membantu program renovasi pasar yang diajukan oleh pemerintah daerah setempat dengan bantuan yang diberikan adalah sebesar Rp15.000.000,- (lima belas juta rupiah).

2. Health and Humanity

A regular program of PT Bank JTrust Indonesia Tbk, in the framework of CSR activities in the field of health and humanity, is organizing a blood donation activities working (together) with Indonesia Red Cross (PMI) Jakarta branch. This activity is held regularly every year at IFC Building 3rd floor, multipurpose room of J Trust Bank Headquarters. With the participants of the donors who come from internal (part) of the bank as well as employees of the company/tenant who are in the IFC building.

The implementation of the Organization of the Blood Donation Activity on April 8, 2015 required funds amounting of Rp12,184,500 (twelve million one hundred eighty-four thousand five hundred rupiah).

3. Social and Religious Affairs

Form of CSR program activity in the field of social and religious affairs run by PT Bank JTrust Indonesia Tbk in 2015 were as follows:

- a. The implementation of donating for orphans and the orphanage foundation in the surrounding the area were held at the Fatmawati Branch Office on July 10, 2015. In this donations event, the bank management provide donations in the form of nine kind of basic needs and cash. The entire needs of the funds needed in the event was Rp41,396,700 (forty-one million three hundred and ninety-six thousand seven hundred rupiah).
- b. The slaughter of sacrificial animals (qurban) in order to commemorate the Idul Adha 1436 H feast, where PT Bank JTrust Indonesia Tbk participated enliven/celebrating the religious activities, executed to coincide the feast on 24 October 2015 on the Al-Ijtihad field, Setiabudi - South Jakarta.

In this the event, the company donated 1 cow at a price of Rp22,500,000 (twenty-two million five hundred thousand rupiahs).

4. Disaster Emergency Response

The next CSR program activity of PT Bank JTrust Indonesia Tbk was the disaster donations support in the form of donations of fires disaster in the Klewer Traditional Market – Solo, Central Java. Regarding with this matter, the company helped in renovating the market according to the regional government proposal with the donation worth of Rp15,000,000 (fifteen million rupiah).

Rencana Program CSR Tahun 2016

Selain tetap memperhatikan dan meningkatkan aktivitas yang sesuai dengan 5 (lima) pilar *Corporate Social Responsibility* (CSR) PT Bank JTrust Indonesia Tbk sebagaimana yang telah diuraikan sebelumnya. Adapun rencana program CSR di tahun 2016 terdapat beberapa kegiatan yang masih merupakan pelaksanaan di tahun-tahun sebelumnya, namun ada beberapa kegiatan yang cukup besar yang rencana akan dijalankan sesuai dengan kemampuan perusahaan.

Berikut beberapa rencana program kegiatan CSR di tahun 2016 yang dapat disampaikan:

- Kegiatan Donor Darah
- Pelaksanaan pemotongan Hewan Kurban
- Pemberian santunan anak Yatim Piatu
- Beasiswa bagi anak karyawan dasar yang berprestasi
- Bantuan bencana alam
- Lingkungan Hidup (*Go Green*)

Disamping itu PT Bank JTrust Indonesia Tbk tetap akan mendukung program inisiatif Otoritas Jasa Keuangan (OJK) dalam bidang edukasi keuangan (dalam bidang Perbankan). Dukungan terhadap bank akan menjalankan program yang bernama SIKAPI, yang pernah dijalankan pada periode sebelumnya. Program ini ditujukan bagi masyarakat disekitar Kantor Pusat dan kantor cabang J Trust Bank.

7.1. Pemberian Dana Untuk Kegiatan Politik

Sebagaimana tahun-tahun sebelumnya, selama tahun 2015 PT Bank JTrust Indonesia Tbk tidak pernah melakukan kegiatan politik atau memberikan sumbangan dana untuk kegiatan politik.

CSR Program Plan 2016

Besides maintaining consideration and improving activities based on 5 (Ice) pillars of Corporate Social Responsibility (CSR) of PT Bank JTrust Indonesia Tbk as has been previously elaborated, CSR Program Plan includes several activities which have been done in the previous years. However, there are several big events which are planned to be carried out as far as the company's ability allows.

The following are several CSR program activities for the year 2016:

- Blood donation
- "Qurban" animal slaughter
- Donations to orphanage
- Scholarship for children of employees with high achievement
- Donations for natural disaster victims
- Go Green

Moreover, PT Bank JTrust Indonesia Tbk will still maintain and support for initiative programs of Financial Services Authority (OJK) in the fields of financial education (in the banking field). The bank will carry out a program called SIKAPI, which had been carried out previously. This program is aimed at the people who live within the proximity of Head Office and Branch Offices of J Trust Bank.

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7.1 Donations for Political Activities

Just like the previous years, throughout 2015 PT Bank JTrust Indonesia Tbk never engaged in any political activities or provide donations for political activities.

No	Nama Kegiatan Politik	Jumlah (Rp)
Nihil None		

VIII. TUGAS DAN FUNGSI SEKRETARIS PERUSAHAAN

Sebagai perusahaan publik, PT Bank JTrust Indonesia Tbk. membentuk Sekretaris Perusahaan yang berperan sebagai penghubung antara Bank dengan para investor, pelaku pasar modal, regulator dan juga para pengamat serta masyarakat secara lebih luas. Sekretaris Perusahaan memfasilitasi komunikasi yang efektif dan memastikan tersedianya informasi untuk berbagai pihak serta berperan sebagai penghubung utama antara Perseroan, Otoritas Jasa Keuangan, Bank Indonesia, Lembaga Penjamin Simpanan Bursa Efek Indonesia dan publik.

VIII. TASKS AND FUNCTIONS OF CORPORATE SECRETARY

As a public Corporation, PT Bank JTrust Indonesia Tbk established a Corporate Secretary whose role is as a link between the bank and investor, capital market, regulator and also analysts and the society in general. The Corporate Secretary facilitates effective communication and ensures availability of informative for various parties and acts as the main link between the Company, Financial Services Authority, Bank of Indonesia, Deposit Insurance Corporation, Indonesian Stock Exchange and the public.

Nama dan Riwayat Jabatan Singkat

Posisi Sekretaris Perusahaan PT Bank JTrust Indonesia Tbk. sejak 1 Oktober 2015 dijabat Adi Bintoro Soerjohoesodo (profil lengkap dapat dilihat pada Data Perusahaan pada Laporan Tahunan ini).

Riwayat jabatan singkat Adi Bintoro Soerjohoesodo di PT Bank JTrust Indonesia Tbk. dapat disampaikan, sebagai berikut:

Riwayat Jabatan Singkat Sekretaris Perusahaan

No	Jabatan Position	Cabang Branch	Unit Kerja Work Unit	Tgl/Bln/Thn Date/Month/Year
1	Kepala Divisi Consumer Business	-	Divisi Consumer Business	1 April 2014 s/d 30 September 2015
2	Kepala Divisi Corporate Secretary	-	Divisi Corporate Secretary	1 Okt 2015 s/d Sekarang

Pelaksanaan Tugas

Sepanjang periode 2015, pelaksanaan tugas Sekretaris Perusahaan, dapat disampaikan, sebagai berikut:

- Mewakili Perseroan dalam berhubungan dengan pihak eksternal (*media, investor, government, dan regulator*).
- Mengelola informasi yang berkaitan dengan kebijakan dan aktivitas perusahaan kepada internal perusahaan.
- Mengatur arus informasi dari dan kepada media, investor, pemegang saham dan *stakeholder's* lainnya.
- Mengatur dan mengkoordinir pelaksanaan Rapat Dewan Komisaris, Direksi dan Komite serta mendokumentasikan hasil rapat dan menindaklanjuti hasil rapat tersebut kepada divisi terkait.
- Menyimpan dan mengelola dokumen (*Corporate Record*) terkait dengan dokumen korporasi (korespondensi maupun arsip).
- Menyampaikan keterbukaan informasi kepada regulator maupun pemegang saham sesuai dengan ketentuan yang berlaku.
- Menyampaikan laporan berkala ataupun insidental dalam rangka kepatuhan Perseroan sebagai perusahaan publik.
- Mengkoordinasikan penyelenggaraan Rapat Umum Pemegang Saham Tahunan (RUPST) 2015 dan Rapat Umum Pemegang Saham Luar Biasa (RUPSLB).
- Mengkoordinasikan penyelenggaraan kegiatan korporasi baik kegiatan internal maupun eksternal.
- Melaksanakan semua aspek komunikasi *corporate*, baik internal maupun eksternal perusahaan.
- Mempersiapkan *Press Release* untuk kepentingan promosi, transparansi kinerja ataupun klarifikasi atas pemberitaan yang tidak berimbang terhadap perusahaan.
- Mengkoordinasikan penyelenggaraan pengadaan barang dan jasa di tingkat korporasi.

Name and Brief Professional Background

The position of Corporate Secretary of PT Bank JTrust Indonesia Tbk has been held by Adi Bintoro Soerjohoesodo since October 1, 2015 (complete profile can be found in this year's Company Profile and Annual Report).

Brief professional background of Adi Bintoro Soerjohoesodo in PT Bank JTrust Indonesia Tbk. is as follows:

Brief Professional Background of Corporate Secretary

Task Implementation

Throughout 2015, the task implementation of Corporate Secretary is as follows:

- Representing the Company in relations with external parties (*media, investor, government and regulator*).
- Managing informations regarding the company's policy and activities to the company's internal parties.
- Managing informational flow from and to the media, investor, share holders and other stake holders.
- Managing and coordinating implementation of meetings of Board of Commissioners, Directors and Committees and documenting the results of the meeting and following up on the results with the relevant divisions.
- Keeping and managing Corporate records regarding correspondences as well as archives
- Conveying transparent information to the regulator as well as share holders in accordance with the prevailing regulations.
- Submitting reports regularly or incidentally in order to implement Company's compliance as a public corporation.
- Coordinating the establishment of Annual General Meeting of Shareholders (RUPST) and Extraordinary General Meeting of Shareholders (RUPSLB).
- Coordinating implementation of corporate activities, internal as well as external.
- Implementing all aspects of Corporate Communications, internal as well as external.
- Preparing Press Release for promotions, performance transparency or clarification to imbalanced news regarding the Company.

Secara lebih rinci, uraian pelaksanaan tugas Sekretaris Perusahaan terkait hubungan dengan investor, dapat disampaikan sebagai berikut:

Hubungan dengan Investor

PT Bank JTrust Indonesia Tbk. memberikan hak kepada para *investor* dan analis pasar modal untuk melaksanakan hak-haknya sebagai pemegang saham, dalam rangka mendukung dan memberikan pemahaman yang lebih mendalam kepada para investor dan analis pasar modal berkenaan dengan kinerja Bank. Hal ini dapat dilakukan melalui beberapa kegiatan *Investor Relations*. Adapun kegiatan *Investor Relations* yang dilaksanakan selama tahun 2015, sebagai berikut:

No	Kegiatan Investor Relations	Frekwensi
1	RUPS Tahunan/RUPSLB	1 kali
2	RUPS Luar Biasa	3 Kali
3	One on One Meeting	Tidak ada
4	Public Expose	1 Kali
5	Company Visit	Tidak ada

Road Show dan Analyst Meeting

PT Bank JTrust Indonesia Tbk. memberikan kesempatan kepada para nasabah, investor dan analis pasar modal untuk mengetahui perkembangan terkini dari perseroan melalui kegiatan *roadshow* dan pertemuan analis. Adapun selama tahun 2015, perseroan belum mengadakan kegiatan hubungan investor pemaparan kinerja maupun perkembangan terkini kepada publik diluar kegiatan *public expose*.

Akses Informasi dan Data Perusahaan

PT Bank JTrust Indonesia Tbk. senantiasa memberikan kemudahan bagi *stakeholder's* untuk mengakses informasi mengenai informasi finansial dan perusahaan, publikasi (*press release*), produk dan aksi korporasi melalui situs web www.jtrustbank.co.id.

Untuk mendapatkan informasi lebih lanjut, nasabah dapat menghubungi *Call Center* (021) 29261000. Bagi investor dapat langsung menghubungi *Corporate Secretary/Investor Relations* PT Bank JTrust Indonesia Tbk. dengan telepon ke (62-21) 2926 1111 ataupun melalui *contact us* form di situs web www.jtrustbank.co.id.

Perusahaan juga senantiasa melakukan pelaporan informasi dan fakta material melalui surat kepada Bapepam-LK dan *Electronic Reporting* kepada Bursa Efek Indonesia (www.idx.co.id).

In more detail, the elaboration of Corporate Secretary's Task Implementation regarding relations with investor is as follows:

Relations with Investors

PT Bank JTrust Indonesia Tbk provides the investors and capital market analysts with the rights to implement their rights as share holders, in order to support and provide better understanding to the investor and capital market analysts regarding the Bank's performance. This can be done through several Investor Relations activities. The Investor Relations activities conducted throughout 2015 are as follows:

Road Show and Analyst Meeting

PT Bank JTrust Indonesia Tbk. provides opportunities for the customers, investor and capital market analysts to be informed about the latest development of the Company through road shows and analysts meeting. However, in 2015, the Company didn't conduct the activity of performance and latest development elaboration to the public outside the public expose activity.

Information Access and Company Profile

PT Bank JTrust Indonesia Tbk. always facilitates stakeholders to access information regarding financial and corporate information, Publication (press release), products and corporate actions through the website www.jtrustbank.co.id.

To get further information, customers can contact the Call Center (021) 29261000. Investors can directly contact Corporate Secretary/Investor Relations PT Bank JTrust Indonesia Tbk by calling (62-21) 2926 1111 or through the "Contact Us" form in the website www.jtrustbank.co.id.

The Company also conduct reporting on information and material facts through letters to Bapepam-LK and Electronic Reporting to Indonesian Stock Exchange (www.idx.co.id).

Media Relations

Siaran Pers

Berikut daftar siaran pers, penyampaian pelaporan dan korespondensi dengan regulator (seperti: OJK/BI, BEI dan LPS) sepanjang tahun 2015.

Daftar Siaran Pers Bank Tahun 2015

No.	Tanggal Date	Ringkasan Siaran Pers Summary of Press Release
1	22 Januari 2015	Peresmian Relokasi Kantor Cabang dan Kios Mikro Bank Mutiara Fatmawati Inauguration on the Relocation of Branch Office and Micro Kiosk of Bank Mutiara Fatmawati
2	17 Februari 2015	Kerjasama Penyaluran Kredit Bank Mutiara - PT Andalan Finance Indonesia Cooperation on Credit Distribution of Bank Mutiara – PT Andalan Finance Indonesia
3	18 Februari 2015	Kerjasama Bank Mutiara - PT Trimegah Securities Tbk dalam penjualan Sukuk Ritel SR-007 Cooperation between Bank Mutiara – PT Trimegah Securities Tbk on Islamic Bond SR-007 sales
4	27 Februari 2015	Perayaan Imlek Bank Mutiara Chinese New Year Celebration of Bank Mutiara
5	30 Maret 2015	Pergantian nama dari Bank Mutiara menjadi Bank JTrust Indonesia Name transformation from Bank Mutiara to Bank JTrust Indonesia
6	15 April 2015	Bank Mutiara Serahkan Hadiah Mobil Kepada Nasabah di Yogyakarta Bank Mutiara Awards a Car Prize to Customer in Yogyakarta
7	22 April 2015	Kerjasama Pemberian Fasilitas Kredit Bank Mutiara - PT Andalan Finance Indonesia Cooperation on Giving Credit Facility between Bank Mutiara and PT Andalan Finance Indonesia
8	04 Mei 2015	Bank Mutiara Serahkan Hadiah Mobil Kepada Nasabah di Bandung Bank Mutiara Awards Car Prize to Customer in Bandung
9	08 Mei 2015	Putusan PN Surakarta Terhadap Bank Mutiara Tidak Dapat Dieksekusi The Verdict of Surakarta Court on Bank Mutiara is not being Executed
10	18 Mei 2015	Vonis Robert Tantular dalam Kasus Reksadana Antaboga The Verdict of Robert Tantular on Reksadana Antaboga Case
11	29 Mei 2015	Kerjasama Penyaluran Kredit Melalui Koperasi Nusantara Cooperation on Credit Delivery Through Nusantara Co op
12	16 Juni 2015	Bank Mutiara Ajukan Perlawanan Terhadap Rencana Eksekusi Antaboga Bank Mutiara Proposes Resistance Toward Antaboga Execution Plan
13	17 Juni 2015	Putusan PN Jakarta Pusat, Robert Tantular Bertanggungjawab Atas Nasabah Antaboga The Verdict of Central Jakarta Court, Robert Tantular Responsible on Antaboga Customers
14	23 Juni 2015	Bank JTrust Indonesia Perkenalkan Logo Baru (RUPSLB) Bank JTrust Indonesia Introduces New Logo (ESGM)
15	13 Juli 2015	Bank JTrust Indonesia Santuni Anak Yatim Bank JTrust Indonesia Gives Donation to the Orphans
16	22 Juli 2015	Weston International Asset Recovery Corporation, inc. Membatalkan Gugatan Hukum Melawan PT Bank JTrust Indonesia Tbk., di Pengadilan Distrik New York, Amerika Serikat Weston International Asset Recovery Corporation, Inc Canceled A Lawsuit Against PT Bank JTrust Indonesia Tbk., in District Court of New York, United States
17	27 Juli 2015	Kerjasama Bank JTrust Indonesia dengan PT Asuransi Himalaya Pelindung Cooperation between Bank JTrust Indonesia and PT Asuransi Himalaya Pelindung
18	09 September 2015	Penjualan ORI-012 Sales of ORI-012
19	21 September 2015	Bank JTrust Indonesia Resmikan Cabang Solo Bank JTrust Indonesia Inaugurates Solo Branch
20	22 September 2015	Bank JTrust Indonesia Resmikan Cabang Yogyakarta Bank JTrust Indonesia Inaugurates Yogyakarta Branch
21	29 September 2015	Bank JTrust Indonesia Tambah Modal dan Terbitkan Subdebt (RUPSLB) Bank JTrust Indonesia Increase Its Capital and Release Subdebt (ESM)

Media Relations

Press Release

The following is press release, submission of reporter and correspondence with regulator (such as OJK/BI, BEI, and LPS) throughout 2015.

List of the Bank's Press Release in 2015

No.	Tanggal Date	Ringkasan Siaran Pers Summary of Press Release
22	01 Oktober 2015	<i>Grand Launching</i> Bank JTrust Indonesia Grand Launching of Bank JTrust Indonesia
23	19 Oktober 2015	Bank JTrust Indonesia Luncurkan Tiga Produk Perbankan Terbaru JTrust Bank Indonesia Launches Three New Banking Product
24	26 Oktober 2015	Bank JTrust Indonesia Alihkan Aset Kredit Bermasalah ke Perusahaan Terafiliasi Bank JTrust Indonesia Divert Its Non Performing Credit Assets to Affiliated Companies
25	26 Oktober 2015	Kerjasama Bank Garansi antara Bank JTrust Indonesia dengan PT Asuransi Buana Independen Cooperation on Guarantee Bank between JTrust Indonesia and PT Asuransi Buana Independen
26	28 Desember 2015	Siapkan Ekspansi Usaha, Bank JTrust Indonesia Perkuat Rasio Kesehatan dan Modal (RUPSLB) Prepare a Business Expansion, Bank JTrust Indonesia Strengthen Health and Capital Ratios (EGM)

Transparansi Penyampaian Laporan

Transparency of Report Deliveries

Jenis Laporan Type of Report	Penerbitan Publication	
	Media Media	Tanggal Date
Laporan Keuangan Publikasi per 31 Desember 2014 Publication of Financial Report as per 31 December 2014	Harian Neraca Neraca Daily	30 Maret 2015
Laporan Keuangan Publikasi per 31 Maret 2015 Publication of Financial Report as per 31 March 2015	Harian Pelita Pelita Daily	30 April 2015
Laporan Keuangan Publikasi per 30 Juni 2015 Publication of Financial Report as per 30 June 2015	Harian Neraca Neraca Daily	31 Juli 2015
Laporan Keuangan Publikasi per 30 September 2015 Publication of Financial Report as per 30 September 2015	Harian Neraca Neraca Daily	30 Oktober 2015
Laporan Keuangan Publikasi per 31 Desember 2015 Publication of Financial Report as per 31 December 2015	Harian Pelita Pelita Daily	31 Maret 2016
Ringkasan Risalah RUPSLB 30 Desember 2014 Summary of ESGM Minutes 30 December 2014	Harian Neraca Neraca Daily	2 Januari 2015
Ringkasan Risalah RUPSLB 30 Maret 2015 Summary of ESGM Minutes 30 March 2015	Harian Neraca Neraca Daily	1 April 2015
Ringkasan Risalah RUPS Tahunan/RUPSLB 23 Juni 2015 Summary of Annual SGM Minutes/ESGM 23 June 2015	Harian Neraca Neraca Daily	25 Juni 2015
Ringkasan Risalah RUPSLB 29 September 2015 Summary of ESGM Minutes 29 September 2015	Harian Neraca Neraca Daily	1 Oktober 2015
Ringkasan Risalah RUPSLB 28 Desember 2015 Summary of ESGM Minutes 28 December 2015	Harian Neraca Neraca Daily	30 Desember 2015
Suku Bunga Dasar Kredit (SBDK)-Maret Prime Lending Rate (SBDK)-March	Harian Bisnis Indonesia Bisnis Indonesia Daily	9 April 2015
Suku Bunga Dasar Kredit (SBDK)-Juni Prime Lending Rate (SBDK)-June	Harian Bisnis Indonesia Bisnis Indonesia Daily	8 Juli 2015

Jenis Laporan Type of Report	Penerbitan Publication	
	Media Media	Tanggal Date
Suku Bunga Dasar Kredit (SBDK)-September Prime Lending Rate (SBDK)-September	Harian Bisnis Indonesia Bisnis Indonesia Daily	8 Oktober 2015
Suku Bunga Dasar Kredit (SBDK)-Desember 2014 Prime Lending Rate (SBDK)-December 2014	Harian Bisnis Indonesia Bisnis Indonesia Daily	8 Januari 2015
Pengumuman Perubahan Nama dari PT Bank Mutiara Tbk menjadi PT Bank JTrust Indonesia Tbk. Announcement on Name Transformation from PT Bank Mutiara Tbk to PT Bank JTrust Indonesia Tbk	Harian Investor Daily Investor Daily	29 Mei 2015
Pengumuman Perubahan Logo dari Bank Mutiara menjadi Bank JTrust Indonesia Announcement on Logo Transformation from Bank Mutiara to Bank JTrust Indonesia	Harian Investor Daily Investor Daily	23 Juni 2015
Keterbukaan Informasi Sehubungan dengan Transaksi Material dan Transaksi Afiliasi PT Bank JTrust Indonesia Tbk. (Perjanjian Pinjaman Subordinasi) Transparency of Information Related to Material and Affiliated Transaction PT Bank JTrust Indonesia Tbk (Subordinate Loan Agreement)	Harian Neraca Neraca Daily	20 Oktober 2015
Keterbukaan Informasi Sehubungan dengan Transaksi Material dan Transaksi Afiliasi PT Bank JTrust Indonesia Tbk. (Penjualan NPL) Transparency of Information Related to Material and Affiliated Transaction PT Bank JTrust Indonesia Tbk. (NPL Sales)	Harian Neraca Neraca Daily	26 Oktober 2015

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Program Pelatihan Pengembangan Kompetensi Sekretaris Perusahaan

Sejak bulan Desember 2014, program pelatihan dan pengembangan kompetensi Sekretaris Perusahaan mengacu kepada Peraturan Otoritas Jasa Keuangan No. 35/POJK.04/2014 tanggal 8 Desember 2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik dengan mengikuti pendidikan, pelatihan, sosialisasi, seminar ataupun *workshop* yang diselenggarakan oleh pihak yang berkompeten, terutama bidang hukum, keuangan dan tata kelola perusahaan.

Sepanjang tahun 2015, Sekretaris Perusahaan telah mengikuti pendidikan, pelatihan, sosialisasi, seminar ataupun *workshop*, sebagai berikut:

Corporate Secretary's Training and Competence Development Programs

Since December 2014, the Corporate Secretary's training and competence development program are in accordance with The Financial Services Authority Regulations No. 35/POJK.04/2014 dated December 8, 2014 regarding the Corporate Secretary Issuers or Public Corporations by joining educational programs, trainings, socializations, seminar as well as workshops held by competent parties, especially in the field of law, finance, and corporate governance.

Throughout 2015, the Corporate Secretary has attended educational program, trainings, socializations, seminars as well as workshops, as follows:

Tanggal dan Tempat Place and Date	Penyelenggara Organizer	Materi Material
29 Januari 2015 di Gedung Bursa Efek Indonesia 29 January 2015 at Indonesia Stock Exchange Building	BEI kerjasama dengan Indonesian Corporate Secretary Association (ICSA) IDX cooperates with Indonesian Corporate Secretary Association (ICSA)	Sosialisasi Peraturan OJK tentang Penyelenggaraan RUPS (POJK 04-2014) Socialization of OJK Regulation on the Convention of SGM (POJK 04-2014)
23-25 April 2015 di Bank Mutiara 23-25 April 2015 at Bank Mutiara	PT Bank Mutiara Tbk	Pembekalan Manajemen Risiko Briefing on Risk Management
2 Mei 2015 di Gedung Lembaga Administrasi Negara (LAN) 2 May 2015 at Institution of Country's Administration (LAN) Building	Lembaga Sertifikasi Profesi Perbankan (LSPP) Institution of Banking Expert Certification (LSPP)	Ujian Sertifikasi Manajemen Risiko Risk Management Certification Test
3 November 2015 di Gedung OJK 3 November 2015 at OJK Building	Otoritas Jasa Keuangan (OJK) The Financial Service Authority (OJK)	Sosialisasi Pelaksanaan Program Literasi & Edukasi Keuangan Socialization on the Implementation of Financial Knowledge and Education
20 November 2015 di Gedung SCTV 20 November 2015 at SCTV Building	Indonesia Corporate Secretary Association (ICSA)	Tata Kelola dan Profesionalisasi Bisnis Keluarga Governance and Professional Management of Family Business

No	Jenis Laporan Type of Report	Dasar Peraturan Regulation Based
1	Laporan Pelaksanaan Kegiatan Usaha setelah mendapat izin usaha dari Gubernur BI Report on Business Activities after obtaining business permit from BI Governor	PBI No.13/27/PBI/2011 tgl. 28 Desember 2011 tentang Perubahan atas PBI No.11/1/PBI/2009 tentang Bank Umum PBI No. 13/27/PBI/2011 dated December 28, 2011 concerning changes on PBI No. 11/1/PBI/2009 on Commercial Banks
2	Laporan Pembatalan Pengangkatan Calon anggota Dekom & Direksi yg telah disetujui BI Report on Cancellation of Appointment of Candidate members of the Boards of Commissioners and Directors that have been approved by BI	
3	Kewajiban menyampaikan Informasi mengenai Pengangkatan dan Pemberhentian Komite Audit Obligation on Disclosing Information about Appointment and Dismissal of Audit Committee members	Keputusan Ketua Badan Pengawas Pasar Modal dan Lembaga Keuangan No. Kep-643/BL/2012 tgl. 7 Desember 2012 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit Decision of Chairman of Capital Market and Financial Institutions Supervisory Agency No. Kep-643/BL/2012 dated December 7, 2012 on Establishment and Guidelines of the Audit Committee Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and the Board of Commissioners of an Issuer or a Public Company
4	Kewajiban menyampaikan Informasi mengenai Pengangkatan, Penggantian dan Pemberhentian anggota Direksi dan DeKom Obligation on Disclosing Information about Appointment, Replacement and Dismissal of members of the Boards of Directors and Commissioners	Keputusan Ketua Badan Pengawas Pasar Modal dan Lembaga Keuangan No. Kep-60/PM/1996 tgl.17 Januari 1996 tentang Rencana dan Pelaksanaan Rapat Umum Pemegang Saham" Peraturan Otoritas Jasa Keuangan No. 32/POJK.04/2014 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka Decision of Chairman of Capital Market and Financial Institutions Supervisory Agency No. Kep-60/PM/1996 dated January 17, 1996 regarding Plan and Execution of the General Meeting of Shareholders Financial Services Authority Regulation No. 32/POJK.04/2014 on Plan and Implementation of the General Meeting of Shareholders of Public Company
5	Menyampaikan Hasil RUPS Submission of Reports on General Meeting of Shareholders	
6	Laporan Struktur Kelompok Usaha Ultimate Share Holder Reports of Business Group Structure of Ultimate Shareholders	PBI No. 14/14/PBI/2012 tentang Transparansi dan Publikasi Laporan Bank POJK No. 6/POJK-03/2015 tentang Transparansi dan Publikasi Laporan Bank PBI No. 14/14/PBI/2012 regarding Transparency and Published Financial Statements of the Bank POJK No. 6/POJK-03/2015 on Transparency and Published Financial Statements of the Bank
7	Bank wajib melaporkan "Pengunduran Diri/ Pemberhentian Pengurus" ke BI The Bank has an obligation to report about "Resignation/Dismissal of Management" to BI	PBI No. 11/1/PBI/2009 tentang Bank Umum dan SE BI No. 13/8/DPNP tentang Uji Kemampuan dan Kepatutan (<i>Fit & Proper test</i>) PBI No. 11/1/PBI /2009 concerning Commercial Bank and Circular Letter No. 13/8/DPNP on Fit and Proper Test
8	Laporan Hasil Fit & Proper Test Direksi & Komisaris Report on Result of Fit and Proper Test of Directors and Commissioners	
9	Laporan Penjelasan terkait dengan berita Perusahaan yg dimuat di Media Massa Explanation reports related to the Company's news that have been published in Mass Media	Keputusan Direksi PT Bursa Efek Indonesia No: Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi IDX Directorial Decree No.: Kep-306/BEJ/07-2004 regarding Rule No. I-E concerning the Obligation on Infomation Submission
10	Laporan Bukti Iklan Pemberitahuan atau Pemanggilan rencana RUPS Reports of Proof of Advertisement Notice and Invitation regarding plan to hold GMS	

Stakeholder	Periode Pelaporan Report Period			
	Bulanan Monthly	Tigabulanan Quarterly	Enambulanan Semesterly	Tahunan Yearly
Otoritas Jasa Keuangan (OJK) Financial Services Authority (OJK)				
Otoritas Jasa Keuangan (OJK) Financial Services Authority (OJK)				
Otoritas Jasa Keuangan (OJK) Financial Services Authority (OJK)				<ul style="list-style-type: none"> - Paling lambat 30 hari setelah akhir tahun - Setiap terdapat rencana perubahan struktur kelompok usaha yg menyebabkan perubahan pengendali Bank. - No later than 30 days after the end of the year - Whenever there is a plan to change the Business group structure which causes changes in the controlling party of the Bank
Otoritas Jasa Keuangan (OJK) Financial Services Authority (OJK)				
BEI, OJK IDX, FSA		<p>Paling lambat Hari Bursa berikutnya No later than the next Bourse day</p> <p>Paling lambat pada Hari Bursa yg sama dengan tgl pemasangan iklan No later than the same Bourse day as the advertisement placement date</p>		

No	Jenis Laporan Type of Report	Dasar Peraturan Regulation Based
11	Laporan Hasil Pelaksanaan RUPS Reports on Results of GMS Implementation	Peraturan Otoritas Jasa Keuangan No. 32/POJK.04/2014 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka Financial Services Authority Regulation No. 32/POJK.04/2014 concerning Plan and Implementation of General Meeting of Shareholders
12	Laporan Keuangan Interim (Laporan Keuangan triwulan I, Laporan Keuangan Tengan Tahunan dan Laporan triwulan III) Interim Financial Statement (Financial Statements of Quarter I, Semester I and Quarter III)	Keputusan Direksi PT Bursa Efek Indonesia No: Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi Kep Ketua Bapepam dan LK No. Kep-346/BL/2011 tgl. 5 Juli 2011 tentang Penyampaian Laporan Keuangan Berkala Emiten atau Perusahaan Publik PBI No. 14/14/PBI/2012 tentang Transparansi dan Publikasi Laporan Bank POJK No. 6/POJK-03/2015 tentang Transparansi dan Publikasi Laporan Bank Decision of Chairman of Capital Market and Financial Institutions Supervisory Agency No. Kep-346/BL/2011 dated July 5, 2011 regarding Submission of Periodic Financial Statements for Issuers or Public Companies PBI No. 14/14/PBI/2012 concerning Transparency and Published Financial Statements of the Bank POJK No. 6/POJK-03/2015 on Transparency and Published Financial Statements of the Bank
13	Laporan Tahunan "Annual Report" dalam jangka waktu 4 bulan setelah tahun buku Annual Report within four months after the end of fiscal year	Keputusan Direksi PT Bursa Efek Indonesia No. Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi PBI No. 14/14/PBI/2012 tentang Transparansi dan Publikasi Laporan Bank POJK No. 6/POJK-03/2015 tentang Transparansi dan Publikasi Laporan Bank Keputusan Direksi PT Bursa Efek Indonesia No. Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi IDX Directorial Decree No. Kep-306/BEJ/07-2004 regarding Rule No. I-E concerning the Obligation on Infomation Submission PBI No. 14/14/PBI/2012 concerning Transparency and Published Financial Statements of the Bank POJK No. 6/POJK-03/2015 on Transparency and Published Financial Statements of the Bank
14	Laporan Perhitungan SBDK Report on Prime Lending Rate Calculation	SE BI No. 13/5/DPNP tgl. 8 Februari 2011 perihal Transparansi Informasi SBDK BI Circular Letter No. 13/5/DPNP dated February 8, 2011 concerning Prime Lending Rate Information Transparency

Stakeholder	Periode Pelaporan Report Period			
	Bulanan Monthly	Tigabulanan Quarterly	Enambulanan Semesterly	Tahunan Yearly
BEI, OJK IDX, FSA		Paling lambat 2 hari Bursa setelah penyelenggaraan RUPS No later than two Bourse days after the implementation of GMS		
OJK, BEI, Surat Kabar dan <i>Website</i> FSA, IDX, Newspapers and Website	Dilaporkan Triwulanan: - Paling lambat tgl.15 pada bulan Mei, Agustus, November dan April Reported Quarterly: No later than 15 of May, August, November and April	Paling lambat 30 hari akhir periode laporan (Unaudited) No later than 30 days of the last day of reporting period (Unaudited)	Paling lambat 30 hari akhir periode laporan (Unaudited) No later than 30 days of the last day of reporting period (Unaudited)	Paling lambat 30 hari akhir periode laporan (Unaudited) No later than 30 days of the last day of reporting period (Unaudited)
BI, YLKI, IBI, Lembaga Pemeringkat di Indonesia, Asosiasi Bank Indonesia, 2 Lembaga Penelitian bidang Ekonomi & Keuangan, 2 majalah Ekonomi & Keuangan serta Pemegang Saham BI, Indonesian Consumers Foundation (YLKI), Indonesian Bankers Institution (IBI), Indonesian Rating Agency, Indonesian Banks Association, two Economic and Financial Research Agencies, two Economic and Financial Magazines and Shareholders		Laporan Tahunan " Annual Report" paling lama 4 bulan setelah tanggal laporan, yang berisi laporan Keuangan Auditan yang telah di audit oleh Akuntan Publik paling lama 3 bulan setelah tanggal laporan Annual Report no later than four months after the reporting date which includes Audited Financial Statements, audited by Public Accountant no latest than three months after reporting date		
Surat Kabar, <i>Website</i> & Papan Pengumuman di Bank Newspapers, Website and Bank's Bulletin Boards		Dipublikasikan paling lambat 7 hari setelah bulan laporan (Maret, Juni, September dan Desember) Published no later than seven days after each reporting month (March, June, September and December)		

No	Jenis Laporan Type of Report	Dasar Peraturan Regulation Based
15	<p>Laporan Registrasi memuat:</p> <ul style="list-style-type: none"> - Nama & alamat Pemegang Saham Pengendali serta jumlah saham yg dimiliki - Nama & alamat Pemegang Saham yg memiliki 5% atau lebih Saham serta jumlahnya - Jumlah Saham yg dimiliki oleh masing-masing Direksi & Komisaris - Jumlah keseluruhan Pemegang Saham <p>Registration Reports include:</p> <ul style="list-style-type: none"> - Names and Addresses of Controlling Shareholders including number of shares owned - Names and Addresses of Shareholders that own 5% or more shares or in amount - Number of shares owned by each Director and Commissioner - Total number of Shareholders 	<p>Keputusan Direksi PT Bursa Efek Indonesia No. Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi IDX Directorial Decree No. Kep-306/BEJ/07-2004 regarding Rule No. I-E concerning the Obligation on Infomation Submission</p>
16	<p>Laporan Good Corporate Governance (GCG) Good Corporate Governance (GCG) Report</p>	<p>PBI No. 8/14/PBI/2006 tgl. 5 Oktober 2006 tentang Perubahan atas PBI No.8/4/PBI/2006 tentang Pelaksanaan <i>Good Corporate Governance</i> bagi Bank Umum</p> <p>SE BI No.9/12/DPNP tgl. 30 Mei 2007 perihal Pelaksanaan <i>Good Corporate Governance</i> bagi Bank Umum</p> <p>PBI No. 8/14/PBI/2006 dated October 5, 2006 regarding changes on PBI No. 8/4/PBI/2006 concerning Implementation of Good Corporate Governance in Commercial Banks</p> <p>BI Circular Letter No. 9/12/DPNP dated May 30, 2007 concerning Implementation of Good Corporate Governance in Commercial Banks</p>
17	<p><i>Public Expose</i> Tahunan, tata cara pelaksanaannya:</p> <ul style="list-style-type: none"> - Menyampaikan informasi mengenai rencana penyelenggaraan <i>public expose</i> ke Bursa paling lambat 10 hari Bursa sebelum penyelenggaraan <i>public expose</i> - Menyampaikan materi <i>public expose</i> ke Bursa paling lambat 3 hari Bursa sebelum penyelenggaraan <i>public expose</i> - Laporan pelaksanaan <i>public expose</i> paling lambat 3 hari Bursa setelah pelaksanaan <i>public expose</i> <p>Yearly Public Expose, implementation procedure:</p> <ul style="list-style-type: none"> - Submitting information about plan to hold public expose to IDX no later than ten Bourse days before the event - Submitting public expose materials to IDX no later than three Bourse days before the event - Report on implementation of public expose no later than three Bourse days after the event 	<p>Keputusan Direksi PT Bursa Efek Indonesia No. Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi IDX Directorial Decree No. Kep-306/BEJ/07-2004 regarding Rule No. I-E concerning the Obligation on Infomation Submission</p>
18	<p>Laporan Rencana Edukasi dalam rangka meningkatkan Literasi Keuangan kepada Konsumen dan/atau Masyarakat Reports on Education Plan in order to improve Financial Literacy to Consumers and/or Community</p>	<p>SE OJK No.1/SEOJK.07/2014 tgl.14 Februari 2014 tentang Pelaksanaan Edukasi Dalam Rangka Meningkatkan Literasi Keuangan Kepada Konsumen dan/atau Masyarakat</p> <p>POJK No. 1/POJK.07/2013 tgl. 26 Juli 2013 tentang Perlindungan Konsumen Sektor Jasa Keuangan</p> <p>FSA Circular Letter No. 1/SEOJK.07/2014 dated February 14, 2014 concerning Implementation of Education in order to Improve Financial Literacy to Consumers and/or Community</p> <p>POJK No. 1/POJK.07/2013 dated July 26, 2013 regarding Consumer Protection in the Financial Services Sector</p>
19	<p>Laporan Penyesuaian terhadap Rencana Edukasi dalam rangka meningkatkan Literasi Keuangan kepada Konsumen dan/atau Masyarakat Report on Adjustment of Education Plan in order to improve Financial Literacy to Consumers and/or Community</p>	

Stakeholder	Periode Pelaporan Report Period			
	Bulanan Monthly	Tigabulanan Quarterly	Enambulanan Semesterly	Tahunan Yearly
BEI, OJK IDX, FSA	Paling lambat hari ke-12 bulan berikutnya No later than the 12th day of the next month			
YLKI, IBI, Lembaga Pemeringkat di Indonesia, Asosiasi Bank Indonesia, 2 Lembaga Penelitian bidang Ekonomi & Keuangan, 2 majalah Ekonomi & Keuangan serta Pemegang Saham BI, Indonesian Consumers Foundation (YLKI), Indonesian Bankers Institution (IBI), Indonesian Rating Agency, Indonesian Banks Association, two Economic and Financial Research Agencies, two Economic and Financial Magazines and Shareholders	Dilaporkan paling lambat 5 bulan setelah tahun laporan (akhir bulan Mei tahun berikutnya) Reported no later than five months after reporting year (at the end of May of the next year)			
BEI, OJK IDX, FSA	sekurang-kurangnya 1 kali dalam setahun yg dapat dilaksanakan pada hari yg sama dengan penyelenggaraan RUPS At least once a year and may be the same day as the implementation of GMS			
OJK	Dilaporkan paling lambat tgl.30 November sebelum Tahun Rencana Bisnis dimulai. Dilaporkan paling lama 15 hari kerja setelah tgl surat OJK Reported no later than November 30 before Business Plan for the next year begins Reported no later than 15 work days after the date of FSA's letter			

No	Jenis Laporan Type of Report	Dasar Peraturan Regulation Based
20	Laporan Perubahan terhadap Rencana Edukasi dalam rangka meningkatkan Literasi Keuangan kepada Konsumen dan/atau Masyarakat Report on Changes of Education Plan in order to improve Financial Literacy to Consumers and/or Community	SE OJK No. 1/SEOJK.07/2014 tgl. 14 Februari 2014 tentang Pelaksanaan Edukasi Dalam Rangka Meningkatkan Literasi Keuangan Kepada Konsumen dan/atau Masyarakat POJK No. 1/POJK.07/2013 tgl. 26 Juli 2013 tentang Perlindungan Konsumen Sektor Jasa Keuangan FSA Circular Letter No. 1/SEOJK.07/2014 dated February 14, 2014 concerning Implementation of Education in order to Improve Financial Literacy to Consumers and/or Community POJK No. 1/POJK.07/2013 dated July 26, 2013 regarding Consumer Protection in the Financial Services Sector
21	Laporan Perubahan Rencana Edukasi dalam rangka meningkatkan Literasi Keuangan kepada Konsumen dan/atau Masyarakat Report on Changes of Education Plan in order to improve Financial Literacy to Consumers and/or Community	
22	Laporan Pelaksanaan Edukasi dalam rangka meningkatkan Literasi Keuangan kepada Konsumen dan/atau Masyarakat Report on Implementation of Education in order to improve Financial Literacy to Consumers and/or Community	
23	Pengumuman RUPS GMS Announcement	POJK No. 32/POJK.04/2014 tgl. 8 Desember 2014 tentang Rencana dan Penyelenggaraan RUPS Financial Services Authority Regulation No. 32/POJK.04/2014 dated December 8, 2014 on Plan and Implementation of the General Meeting of Shareholders
24	Bukti Pengumuman RUPS Proof of GMS Announcement	
25	Pemberitahuan Mata Acara RUPS Announcement of GMS Agenda	POJK No. 32/POJK.04/2014 tgl. 8 Desember 2014 tentang Rencana dan Penyelenggaraan RUPS Financial Services Authority Regulation No. 32/POJK.04/2014 dated December 8, 2014 on Plan and Implementation of the General Meeting of Shareholders
26	Perubahan Mata Acara RUPS Change of GMS Agenda	
27	Risalah Ringkasan RUPS Summary of Minutes of GMS	POJK No. 32/POJK.04/2014 tgl. 8 Desember 2014 tentang Rencana dan Penyelenggaraan RUPS Financial Services Authority Regulation No. 32/POJK.04/2014 dated December 8, 2014 on Plan and Implementation of the General Meeting of Shareholders
28	Bukti Pengumuman Ringkasan Risalah RUPS Proof of Announcement of GMS Minutes Summary	
29	Laporan Berkala terkait Penyelesaian Sengketa oleh Lembaga Alternatif Periodic Reporting related to Disputes Settlement by Alternative Institution	POJK No. 1/POJK.07/2014 tgl. 23 Januari 2014 tentang Lembaga Alternatif Penyelesaian Sengketa di Sektor Jasa Keuangan POJK No. 1/POJK.07/2014 dated January 23, 2014 regarding Alternative Institution for Disputes Settlement in the Financial Services Sector

Stakeholder	Periode Pelaporan Report Period			
	Bulanan Monthly	Tigabulanan Quarterly	Enambulanan Semesterly	Tahunan Yearly
OJK				<p>Dilaporkan paling lambat akhir Bulan Juni tahun berjalan (hanya boleh sekali dlm satu periode laporan).</p> <p>Dilaporkan paling lambat 30 hari kerja sebelum Pelaksanaan Perubahan Rencana Edukasi</p> <p>Laporan Tahunan: - Paling lambat setiap tgl.30 bulan Januari tahun berikutnya</p> <p>Reported no later than the end of June of the respective year (only once in a reporting period)</p> <p>Reported no later than 30 work days before the Implementation of Changes in the Education</p> <p>Annual Report: No later than the 30th of January of the next year</p>
OJK, Web Bursa, Web Perusahaan dan surat kabar FSA, IDX Website, Company's Website and Newspapers		<p>Paling lama 14 hari sebelum pemanggilan RUPS</p> <p>paling lama 2 kerja hari setelah pengumuman RUPS</p> <p>No later than 14 days before GMS invitation</p> <p>No later than two work days after GMS announcement</p>		
OJK FSA		<p>Paling lama 5 hari kerja sebelum pengumuman RUPS</p> <p>paling lambat pada saat pemanggilan RUPS</p> <p>No later than five days before GMS announcement</p> <p>No later than the GMS invitation</p>		
OJK FSA		<p>Paling lambat 2 hari kerja setelah RUPS diselenggarakan</p> <p>paling lambat 2 hari kerja setelah diumumkan</p> <p>No later than two work days after GMS implementation</p> <p>No later than two work days after the announcement</p>		
OJK FSA			<p>Dilaporkan Berkala setiap 6 Bulan: - Paling lambat tgl.10 bulan berikutnya untuk periode laporan Juni dan Desember</p> <p>Reported periodically every six months: No later than the 10th of the next month for the reporting periods of June and December</p>	

No	Jenis Laporan Type of Report	Dasar Peraturan Regulation Based
30	Laporan Publikasi Tahunan Yearly Publication Report	<p>PBI No. 14/14/PBI/2012 tgl. 18-10-2012 tentang Transparansi & Publikasi Laporan Bank</p> <p>PBI No. 3/22/PBI/2001 tgl. 13-12-2001 tentang Transparansi Kondisi Keuangan Bank</p> <p>PBI No. 14/14/PBI/2012 dated October 18, 2012 regarding Transparency and Published Financial Statements of the Bank</p> <p>PBI No. 3/22/PBI/2001 dated December 13, 2001 concerning Transparency of the Financial Condition of the Bank</p>
31	Laporan Keuangan Tengah Tahunan Semesterly Financial Report Laporan Keuangan Tahunan Yearly Financial Report	<p>Keputusan Ketua Badan Pengawas Pasar Modal dan Lembaga Keuangan No. Kep-346/BL/2011 tgl. 5 Juli 2011 tentang Penyampaian Laporan Keuangan Berkala Emiten atau Perusahaan Publik</p> <p>Decision of Chairman of Capital Market and Financial Institutions Supervisory Agency No. Kep-346/BL/2011 dated July 5, 2011 regarding Submission of Periodic Financial Statements for Issuers or Public Companies</p>
32	Laporan Tahunan Annual Report	<p>Keputusan Ketua Badan Pengawas Pasar Modal dan Lembaga Keuangan No. Kep-431/BL/2012 tgl. 1 Agustus 2012 tentang Penyampaian Laporan Tahunan Emiten atau Perusahaan Publik</p> <p>Decision of Chairman of Capital Market and Financial Institutions Supervisory Agency No. Kep-431/BL/2012 dated August 1, 2012 regarding Submission of Annual Report of Issuers or Public Companies</p>
33	Laporan Keuangan Tahunan oleh KAP Annual Financial Report by Public Accountant Firm (KAP)	<p>SE BI No. 11/36/DPNP tgl. 31-12-2009 dan SE BI No. 7/19/DPNP tgl. 14-06-2005 serta PBI No. 7/50/PBI/2005 tgl. 29-11-2005</p> <p>BI Circular Letter No. 1/36/DPNP dated December 31, 2009, BI Circular Letter No. 7/19/DPNP dated June 14, 2005 and PBI No. 7/50/PBI/2005 dated November 29, 2005</p>
34	Laporan Keuangan Interim (Laporan Keuangan Triwulan I, Laporan Keuangan Tengah Tahunan dan Laporan Triwulan III) Interim Financial Statement (Financial Statements of Quarter I, Semester I and Quarter III)	<p>Keputusan Direksi PT Bursa Efek Indonesia No. Kep-306/BEJ/07-2004 tentang Peraturan Nomor I-E tentang Kewajiban Penyampaian Informasi</p> <p>IDX Directorial Decree No. Kep-306/BEJ/07-2004 regarding Rule No. I-E concerning the Obligation on Information Submission</p>
35	Laporan Tahunan (dalam bentuk Laporan Keuangan Auditan) catatan: dalam hal perusahaan telah menyampaikan Laporan Tahunan "Annual Report" dalam jangka waktu 3 bulan setelah tahun buku maka perusahaan tdk wajib menyampaikan Laporan Keuangan Tahunan Auditan Annual Report (in form of Audited Financial Statement) Note: in the event that the Company has submitted its Annual Report within three months after the fiscal year, then the Company is not required to submit the Audited Annual Financial Statement	

Stakeholder	Periode Pelaporan Report Period			
	Bulanan Monthly	Tigabulanan Quarterly	Enambulanan Semesterly	Tahunan Yearly
Bank Indonesia				Dilaporkan Tahunan: - Paling lambat 5 bulan setelah tahun buku berakhir Reported Yearly: No later than five months after the end of fiscal year
OJK FSA			Paling lambat akhir bulan pertama setelah periode Lap. Keuangan tengah tahunan jika tdk disertai Lap. Akuntan, tapi jika disertai Lap. Akuntan "Penelaah terbatas" paling lambat akhir bulan kedua setelah periode laporan serta paling lambat akhir bulan ketiga setelah periode lap. jika disertai dgn Lap. Akuntan dlm rangka Audit atas Lap. Keuangan No later than the end of the first month after semesterly Financial Report period if not accompanied by Accountant Report, or no later than the end of the second months after the reporting period if it is accompanied by Accountant's "Limited Review" Report and no later than the end of the third months after the reporting period if it is accompanied by Accountant Report related to an Audit of the Financial Report	Paling lambat akhir bulan ketiga setelah periode laporan dan diumumkan ke masyarakat No later than the end of the third months after the reporting period and to be announced to the public
OJK FSA				Paling lama 4 bulan setelah tahun buku berakhir No later than four months after the end of the fiscal year
OJK FSA				Laporan disampaikan paling lambat akhir bulan April tahun bersangkutan Report submitted no later than the end of April of the respective year
BEI IDX	OJK FSA		Diaudit oleh Akuntan Publik paling lama 3 bulan setelah tgl laporan, ditelaah secara terbatas oleh Akuntan Publik paling lama 2 bulan setelah tgl laporan dan tdk diaudit oleh Akuntan Publik paling lama 1 bulan setelah tgl laporan Audited by Public Accountant Firm no later than three months after the reporting date, limited review by Public Accountant no later than two months after the reporting date and not audited by Public Accountant no longer than one month after the reporting date	Paling lambat 3 bulan setelah tgl Laporan Keuangan Tahunan No later than three months after the Annual Financial Report date