39. Tanggapan Dewan Komisaris PT BPUI (Persero) atas Usulan Calon Direktur Utama PT Asuransi Kerugian Jasa Raharja.
40. Tanggapan Dewan Komisaris atas Draft Pertama Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2026 PT Bahana Pembinaan Usaha Indonesia (Persero).
41. Penyampaian Tinjauan Dewan Komisaris atas Sistem Manajemen Anti Penyuapan PT BPUI (Persero) Tahun 2025.
42. Tanggapan Dewan Komisaris PT BPUI (Persero) atas Perubahan Usulan Calon Anggota Direksi PT Jaminan Kredit Indonesia.
43. Persetujuan Atas Usulan Perubahan Struktur Organisasi PT Badan Pembinaan Usaha Indonesia (Persero).
44. Tanggapan Dewan Komisaris PT BPUI (Persero) atas Usulan Usulan Pengangkatan Kembali Komisaris PT Bahana TCW Investment Management.
45. Tanggapan Dewan Komisaris atas Laporan Triwulan III tahun 2025 PT Bahana Pembinaan Usaha Indonesia (Persero).
46. Pengadaan Jasa Konsultan Penilaian Quality Assurance Improvement Program (QAIP) pada Perusahaan Perseroan (Persero) PT Bahana Pembinaan Usaha Indonesia Tahun 2025.

39. Comments of the Board of Commissioners of PT BPUI (Persero) on the Proposed Candidate for President Director of PT Asuransi Kerugian Jasa Raharja.
40. Comments of the Board of Commissioners on the First Draft of the Company's 2026 Work Plan and Budget (RKAP) of PT Bahana Pembinaan Usaha Indonesia (Persero).
41. Submission of the Board of Commissioners' Review of the Anti-Bribery Management System of PT BPUI (Persero) for 2025.
42. Comments of the Board of Commissioners of PT BPUI (Persero) on the Revised Proposed Candidate for the Board of Directors of PT Jaminan Kredit Indonesia.
43. Approval of the Proposed Organizational Structure Changes of PT Bahana Pembinaan Usaha Indonesia (Persero).
44. Comments of the Board of Commissioners of PT BPUI (Persero) on the Proposed Reappointment of a Commissioner of PT Bahana TCW Investment Management.
45. Comments of the Board of Commissioners on the Third Quarter 2025 Report of PT Bahana Pembinaan Usaha Indonesia (Persero).
46. Procurement of Quality Assurance Improvement Program (QAIP) Consulting Services for PT Bahana Pembinaan Usaha Indonesia (Persero) in 2025.

PROGRAM ORIENTASI BAGI DEWAN KOMISARIS BARU

IFG menyelenggarakan program orientasi bagi anggota Dewan Komisaris yang baru diangkat. Program ini dirancang untuk membangun pemahaman yang komprehensif mengenai struktur organisasi, proses bisnis, serta dinamika operasional Perusahaan, dengan penekanan khusus pada aspek-aspek pengawasan yang menjadi lingkup tanggung jawab Dewan Komisaris, sehingga anggota yang baru menjabat dapat segera berintegrasi secara efektif dengan organ Perusahaan lainnya.

Pada tahun 2025, IFG tidak menyelenggarakan program orientasi dimaksud dikarenakan tidak terdapat penambahan anggota Dewan Komisaris sepanjang periode berjalan. Dengan demikian, seluruh anggota Dewan Komisaris yang ada telah memiliki pemahaman dan kesiapan yang memadai untuk menjalankan fungsi pengawasan secara optimal.

ORIENTATION PROGRAM FOR NEW COMMISSIONERS

IFG conducts an orientation program for newly appointed members of the Board of Commissioners. This program is designed to build a comprehensive understanding of the Company's organizational structure, business processes, and operational dynamics, with a special emphasis on the supervisory aspects that are the responsibility of the Board of Commissioners, so that newly appointed members can quickly and effectively integrate with the Company's other organs.

In 2025, IFG did not hold this orientation program because no new members were added to the Board of Commissioners during that period. Consequently, all existing members of the Board of Commissioners already possess sufficient understanding and readiness to perform their supervisory functions optimally.

KRITERIA DAN PROSEDUR PENGANGKATAN SERTA PEMBERHENTIAN DEWAN KOMISARIS

Tata cara pengangkatan dan pemberhentian anggota Dewan Komisaris diatur oleh IFG melalui ketentuan kriteria dan prosedur sebagai berikut:

CRITERIA AND PROCEDURES FOR APPOINTMENT AND DISMISSAL OF THE BOARD OF COMMISSIONERS

The procedures for the appointment and dismissal of members of the Board of Commissioners are regulated by IFG through the following criteria and procedures:

Pengangkatan Anggota Dewan Komisaris

1. Anggota Dewan Komisaris diangkat dan diberhentikan oleh RUPS, dan Keputusan RUPS harus disetujui oleh Pemegang Saham Seri A Dwiwarna.
2. Pengangkatan anggota Dewan Komisaris harus memenuhi persyaratan yang ditetapkan oleh instansi teknis berdasarkan peraturan perundang-undangan.
3. Pengangkatan anggota Dewan Komisaris tidak bersamaan waktunya dengan pengangkatan anggota Direksi.
4. Anggota Dewan Komisaris diangkat dari calon yang diusulkan oleh Pemegang Saham Seri A Dwiwarna dan pencalonan tersebut mengikat bagi RUPS.
5. Anggota Dewan Komisaris yang baru diangkat wajib memperoleh persetujuan dari OJK sebelum menjalankan tindakan, tugas dan fungsinya sebagai anggota Dewan Komisaris.
6. OJK melakukan penilaian kemampuan dan kepatutan kepada Dewan Komisaris sesuai dengan POJK yang berlaku.
7. Sebelum ditetapkan menjadi anggota Dewan Komisaris, anggota Dewan Komisaris harus menandatangani surat pernyataan mengundurkan diri dari jabatan lain yang dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris terhitung sejak yang bersangkutan diangkat menjadi anggota Dewan Komisaris.

Appointment of Members of the Board of Commissioners

1. Members of the Board of Commissioners are appointed and dismissed by the GMS, and the GMS Resolution must be approved by the Seri A Dwiwarna Shareholders.
2. The appointment of members of the Board of Commissioners must fulfill the requirements set by technical agencies based on laws and regulations.
3. The appointment of members of the Board of Commissioners does not coincide with the appointment of members of the Board of Directors.
4. Members of the Board of Commissioners are appointed from candidates proposed by Seri A Dwiwarna Shareholders and the nomination is binding for the GMS.
5. Newly appointed members of the Board of Commissioners must obtain approval from the Financial Services Authority (OJK) before conducting their actions, duties, and functions as Members of the Board of Commissioners.
6. OJK conducts a fit and proper test for the Board of Commissioners in accordance with the applicable Financial Services Authority Regulation (POJK).
7. Before being appointed as a member of the Board of Commissioners, a member of the Board of Commissioners must sign a statement letter resigning from other positions that are prohibited to be concurrent with the position of a member of the Board of Commissioners as of the time he/she is appointed as a member of the Board of Commissioners.

Pemberhentian Anggota Dewan Komisaris

1. Anggota Dewan Komisaris dapat diberhentikan sewaktuwaktu berdasarkan Keputusan Menteri/RUPS dengan menyebutkan alasannya.
2. Alasan pemberhentian anggota Dewan Komisaris sebagaimana dimaksud pada angka 1 (satu) Adalah sebagai berikut:
   a. Tidak dapat Melaksanakan tugasnya dengan baik;
   b. Tidak Melaksanakan ketentuan peraturan perundangundangan dan/atau ketentuan anggaran dasar;
   c. Terlibat dalam tindakan yang merugikan Perseroan dan/atau keuangan negara;
   d. Melakukan tindakan yang melanggar etika dan/atau kepatutan yang seharusnya dihormati sebagai anggota Dewan Komisaris perseroan;
   e. Telah ditetapkan sebagai tersangka atau terdakwa oleh pihak yang berwenang dalam tindakan yang merugikan perseroan dan/atau keuangan negara;
   f. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum tetap; atau
   g. Mengundurkan diri.
3. Selain alasan pemberhentian anggota Dewan Komisaris tersebut, anggota Dewan Komisaris dapat diberhentikan oleh RUPS/Menteri berdasarkan alasan lainnya yang dinilai tepat oleh RUPS/Menteri demi kepentingan dan tujuan perseroan.

Dismissal of Members of the Board of Commissioners

1. Members of the Board of Commissioners can be dismissed at any time based on the Minister's decision/GMS Resolutions by stating the reasons.
2. The reasons for the dismissal of a member of the Board of Commissioners as referred to in number 1 (one) are as follows:
   a. Unable to perform his/her duties properly;
   b. Not implementing the provisions of laws and regulations and/or the provisions of the articles of association;
   c. Involved in actions that harm the company and/or state finances;
   d. Conduct actions that violate ethics and/or propriety that should be respected as a member of the company's Board of Commissioners;
   e. Has been named as a suspect or defendant by the competent authority in actions that harm the company and/or state finances;
   f. Declared guilty by a court decision that has permanent legal force; or
   g. Resigned.
3. In addition to the reasons for dismissal of members of the Board of Commissioners, members of the Board of Commissioners may be dismissed by the GMS/Minister based on other reasons deemed appropriate by the GMS/Minister for the interests and objectives of the company.

4. Rencana pemberhentian anggota Dewan Komisaris diberitahukan kepada anggota Dewan Komisaris yang bersangkutan secara lisan atau tertulis oleh Pemegang Saham.
5. Keputusan pemberhentian anggota Dewan Komisaris karena alasan sebagaimana dimaksud pada angka 2 (dua), diambil setelah yang bersangkutan diberi kesempatan membela diri.
6. Dalam hal pemberhentian dilakukan di luar forum RUPS, maka pembelaan diri ini disampaikan secara tertulis kepada pemegang saham dalam waktu 14 (empat belas) hari terhitung sejak anggota Dewan Komisaris yang bersangkutan diinformasikan mengenai rencana pemberhentian anggota Dewan Komisaris.
7. Pemberhentian karena alasan terlibat dalam Tindakan yang merugikan IFG dan dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap, merupakan pemberhentian dengan tidak hormat.
8. Selama rencana pemberhentian masih dalam proses, maka anggota Dewan Komisaris yang bersangkutan wajib Melaksanakan tugasnya sebagaimana mestinya.

4. The plan to dismiss a member of the Board of Commissioners shall be notified to the member of the Board of Commissioners concerned verbally or in writing by the Shareholders.
5. The decision to dismiss a member of the Board of Commissioners for reasons as referred to in point 2 (two), is taken after the person concerned has been given the opportunity to defend himself/herself.
6. In the event that the dismissal is implemented outside the GMS forum, the defense shall be submitted in writing to the shareholders within 14 (fourteen) days as of the time the member of the Board of Commissioners concerned is informed of the plan to dismiss the member of the Board of Commissioners.
7. Dismissal for reasons of involvement in actions that are detrimental to IFG and found guilty by a court decision that has permanent legal force, is a dishonorable dismissal.
8. As long as the dismissal plan is still in process, the member of the Board of Commissioners concerned shall perform his/her duties accordingly.

INDEPENDENSI DEWAN KOMISARIS

Setiap anggota Dewan Komisaris berkewajiban untuk senantiasa menjunjung tinggi prinsip independensi dalam menjalankan tugasnya, dengan memastikan bahwa tidak terdapat keterikatan terhadap pihak-pihak yang berpotensi menimbulkan benturan kepentingan bagi Perusahaan. Kepentingan Perusahaan wajib dikedepankan di atas kepentingan pribadi, dan setiap bentuk konflik kepentingan dari pihak manapun harus dihindari, termasuk yang bersumber dari hubungan kekeluargaan dengan sesama anggota Direksi maupun Dewan Komisaris, utamanya dalam konteks pengambilan keputusan bisnis dan pelaksanaan aksi korporasi. Ketentuan mengenai prinsip profesionalisme ini telah diatur secara tegas dan menjadi bagian integral dari *Board Manual* Perusahaan.

INDEPENDENCE OF THE BOARD OF COMMISSIONERS

Each member of the Board of Commissioners is obligated to consistently uphold the principle of independence in performing their duties, by ensuring that there are no ties to parties that could potentially create a conflict of interest for the Company. The Company's interests must take precedence over personal interests, and any form of conflict of interest from any party must be avoided, including those arising from family relationships with fellow members of the Board of Directors or the Board of Commissioners, particularly in the context of business decision-making and the implementation of corporate actions. Provisions regarding this principle of professionalism have been clearly stipulated and form an integral part of the Company's Board Manual.

PELATIHAN DAN PENINGKATAN KOMPETENSI DEWAN KOMISARIS

Dalam rangka memperkuat efektivitas pelaksanaan fungsi pengawasan, IFG menyelenggarakan berbagai program pengembangan kompetensi bagi Dewan Komisaris yang ditujukan untuk memperkaya wawasan serta meningkatkan pemahaman mereka terhadap dinamika dan kebutuhan Perseroan. Penyampaian informasi mengenai pelaksanaan kegiatan pelatihan dan peningkatan kompetensi Dewan Komisaris selama tahun 2025 disajikan pada bagian berikut:

TRAINING AND COMPETENCY DEVELOPMENT FOR THE BOARD OF COMMISSIONER

To strengthen the effectiveness of its oversight functions, IFG conducts various competency development programs for the Board of Commissioners, designed to broaden their perspectives and deepen their understanding of the Company's dynamics and needs. Information regarding the implementation of training and competency development activities for the Board of Commissioners during 2025 is presented in the following section:

b. Gambaran mengenai IFG berkaitan dengan tujuan, sifat dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana jangka pendek dan jangka panjang, posisi kompetitif, risiko, dan masalah-masalah strategis lainnya;
c. Penjelasan yang berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal; dan
d. Penjelasan mengenai fungsi, tugas, wewenang, hak, kewajiban dan tanggung jawab Direksi sesuai Anggaran Dasar dan peraturan perundang-undangan.

6. Pertemuan perkenalan dengan Insan IFG dan Pemangku Kepentingan IFG, meliputi:
   a. Anggota Dewan Komisaris;
   b. Anggota Direksi;
   c. Sekretaris Dewan Komisaris dan komite di bawah Dewan Komisaris;
   d. Pejabat IFG; dan
   e. Pemangku Kepentingan IFG.
7. Kunjungan ke unit kerja Kantor Pusat dan kantor Anggota *Holding* serta lokasi usaha/kegiatan IFG lainnya. Khusus untuk kunjungan ke kantor Anggota Holding dilaksanakan dengan ketentuan:
   a. Peserta pertemuan adalah Dewan Komisaris dan Direksi Anggota *Holding*.
   b. Presentasi Direksi Anggota Holding yang berkaitan dengan:
      i) Profil Anggota *Holding*;
      ii) RKAP Anggota *Holding*;
      iii) Evaluasi RKAP dan KPI; dan
      iv) Permasalahan dan solusi.
8. Pelaksanaan Program Pengenalan dapat melibatkan narasumber dari:
   a. Pemegang Saham;
   b. Regulator;
   c. Komisaris;
   d. Direksi;
   e. Pejabat IFG;
   f. Tenaga Ahli dari eksternal sesuai dengan materi yang dibutuhkan; dan
   g. Unsur Serikat Pekerja dan Asosiasi Pengusaha.

b. An overview of IFG regarding its objectives, nature and scope of activities, financial and operational performance, strategies, short- and long-term plans, competitive position, risks, and other strategic issues;
c. Explanations regarding delegated authority, as well as internal and external audits; and
d. Explanations regarding the functions, duties, authority, rights, obligations, and responsibilities of the Board of Directors in accordance with the Articles of Association and applicable laws and regulations.

6. Introductory meetings with IFG People and Stakeholders include:
   a. Board of Commissioners' Members;
   b. Board of Directors' Members;
   c. Secretary to the Board of Commissioners and the committees under the Board of Commissioners;
   d. IFG's Officials; and
   e. IFG's Stakeholders
7. Visits to work units at the Head Office and offices of Holding Company Members, as well as other IFG business locations and operations. Specifically, visits to the offices of Holding Company Members are conducted under the following conditions:
   a. Meeting participants are the Board of Commissioners and the Board of Directors of the Holding Company Members.
   b. Presentations by the Holding Company Members' Boards of Directors regarding:
      i) Holding Company Members' profiles;
      ii) Holding Company Members' Annual Budget Plans (RKAP);
      iii) Evaluation of the RKAP and KPIs; and
      iv) Issues and solutions.
8. The Orientation Program may involve guest speakers from:
   a. Shareholders;
   b. Regulators;
   c. Board of Commissioners;
   d. Board of Directors;
   e. IFG's Officials
   f. External experts in fields relevant to the required subject matter; and
   g. Representatives from labor unions and business associations

KRITERIA DAN PROSEDUR PENGANGKATAN SERTA PEMBERHENTIAN DIREKSI

Board Manual IFG menetapkan ketentuan mengenai persyaratan serta mekanisme yang harus dipenuhi dalam proses pengangkatan dan pemberhentian Direksi, sebagaimana diuraikan berikut:

CRITERIA AND PROCEDURES FOR THE APPOINTMENT AND DISMISSAL OF MEMBERS OF THE BOARD OF DIRECTORS

The IFG's Board Manual sets out the requirements and procedures governing the appointment and dismissal of members of the Board of Directors, as described below:

Pengangkatan Anggota Direksi

1. Anggota Direksi diusulkan dan diangkat oleh RUPS.
2. Pengangkatan menjadi anggota Direksi dikukuhkan melalui Perjanjian Penunjukan (Kontrak Manajemen) yang ditandatangani oleh yang bersangkutan dan Menteri BUMN.
3. Keputusan RUPS mengenai pengangkatan dan pemberhentian anggota Direksi juga menetapkan saat mulai berlakunya pengangkatan dan pemberhentian tersebut. Dalam hal RUPS tidak menetapkan, maka pengangkatan dan pemberhentian anggota Direksi tersebut mulai berlaku sejak penutupan RUPS.
4. Penetapan seorang menjadi Direksi dapat dilakukan setelah dinyatakan lulus uji kemampuan dan kepatutan sesuai ketentuan sektoral.
5. Dalam hal penetapan anggota Direksi dilakukan sebelum uji kemampuan dan kepatutan sesuai ketentuan sektoral maka Direksi berwenang melakukan tindakan, tugas, dan fungsi sebagai anggota Direksi terhitung sejak dinyatakan lulus uji kemampuan dan kepatutan sesuai ketentuan sektoral.
6. Anggota Direksi wajib memperoleh persetujuan dari Otoritas Jasa Keuangan sebelum menjalankan tindakan, tugas dan fungsinya sebagai anggota Direksi.
7. OJK melakukan penilaian kemampuan dan kepatutan kepada Anggota Direksi sesuai dengan POJK yang berlaku.
8. Dalam hal pengangkatan dan pemberhentian anggota Direksi dilakukan melalui keputusan Pemegang Saham di luar RUPS, maka mulai berlakunya pengangkatan dan pemberhentian tersebut dimuat dalam keputusan Pemegang Saham tersebut. Dalam hal keputusan Pemegang Saham di luar RUPS tidak menetapkan, maka pengangkatan dan pemberhentian anggota Direksi tersebut berlaku sejak keputusan Pemegang Saham tersebut ditetapkan.
9. Calon anggota Direksi wajib menandatangani Kontrak Manajemen sebelum ditetapkan pengangkatannya sebagai anggota Direksi yaitu mencakup:
    a. Kandidat yang telah dinyatakan lulus UKK; atau
    b. Anggota Direksi BUMN yang diangkat kembali.
10. Sebelum ditetapkan menjadi anggota Direksi, calon Direksi yang bersangkutan harus menandatangani surat pernyataan mengundurkan diri dari jabatan lain yang dilarang untuk dirangkap dengan jabatan anggota Direksi terhitung sejak yang bersangkutan diangkat menjadi anggota Direksi IFG.

Appointment of Members of the Board of Directors

1. Members of the Board of Directors are nominated and appointed by the GMS.
2. The appointment of a member of the Board of Directors is formalized through a Letter of Appointment (Management Contract) signed by the appointee and the Minister of State-Owned Enterprises.
3. The GMS resolution concerning the appointment and dismissal of members of the Board of Directors also specifies the effective date of such appointment or dismissal. If the GMS resolution does not specify the effective date, the appointment or dismissal shall take effect upon the closing of the GMS.
4. An individual may be appointed as a member of the Board of Directors only after being declared to have passed the fit and proper test in accordance with applicable sectoral regulations.
5. If members of the Board of Directors are appointed prior to undergoing the fit and proper test in accordance with sectoral regulations, they are authorized to perform the duties and functions of Board members effective from the date they are declared to have passed the fit and proper test in accordance with sectoral regulations.
6. Members of the Board of Directors must obtain approval from the Financial Services Authority (OJK) before exercising their authorities and performing their duties and functions as members of the Board of Directors.
7. The OJK conducts fit and proper assessments of members of the Board of Directors in accordance with the applicable OJK Regulations (POJK).
8. In the event that the appointment and dismissal of members of the Board of Directors is made by Shareholders' resolution outside the GMS, the effective date of such appointment and dismissal shall be stated in such Shareholders' resolution. In the event that the resolution of the Shareholders outside the GMS does not stipulate, the appointment and dismissal of the members of the Board of Directors shall take effect from the date of the Shareholders' resolution.
9. Prospective members of the Board of Directors are required to sign a Management Contract prior to their appointment as members of the Board of Directors. This requirement applies to:
    a. Candidates who have successfully passed the fit and proper test (UKK); or
    b. Incumbent members of the Board of Directors of State-Owned Enterprises who are reappointed.
10. Prior to being appointed as a member of the Board of Directors, each candidate must sign a statement resigning from any position that may not be held concurrently with the position of member of the Board of Directors, with such resignation taking effect upon the individual's appointment as a member of the Board of Directors of IFG.

Pemberhentian Anggota Direksi

1. Anggota Direksi dapat diberhentikan berdasarkan keputusan RUPS dengan menyebutkan alasannya dan berdasarkan alasan lainnya yang dinilai tepat oleh RUPS demi kepentingan dan tujuan IFG.

Dismissal of Members of the Board of Directors

1. Members of the Board of Directors may be dismissed by resolution of the GMS by stating the reasons and based on other reasons deemed appropriate by the GMS for the interests and objectives of the IFG.

2. Keputusan RUPS mengenai pemberhentian anggota Direksi juga menetapkan saat mulai berlakunya pengangkatan dan pemberhentian tersebut. Dalam hal RUPS tidak menetapkan, maka pengangkatan dan pemberhentian anggota Direksi tersebut mulai berlaku sejak penutupan RUPS.
3. Anggota Direksi dapat diberhentikan oleh RUPS sewaktu-waktu dengan menyebutkan alasannya, antara lain:
   a. Tidak dapat memenuhi kewajibannya yang telah disepakati dalam kontrak manajemen;
   b. Tidak dapat Melaksanakan tugasnya dengan baik;
   c. tidak Melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan anggaran dasar;
   d. Terlibat dalam tindakan yang merugikan perusahaan dan/atau negara;
   e. Melakukan tindakan yang melanggar etika dan/atau kepatutan yang seharusnya dihormati sebagai anggota Direksi;
   f. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap; dan
   g. Mengundurkan diri.
4. Direksi dapat diberhentikan oleh RUPS berdasarkan alasan lainnya yang dinilai tepat oleh RUPS demi kepentingan dan tujuan IFG;
5. Keputusan pemberhentian sebagaimana dimaksud pada 3 huruf a, b, c, d, e dan angka 4 diambil setelah yang bersangkutan diberi kesempatan membela diri.
6. Rencana pemberhentian sewaktu-waktu anggota Direksi diberitahukan kepada anggota Direksi yang bersangkutan secara lisan atau tertulis oleh Pemegang Saham.
7. Selama rencana pemberhentian masih dalam proses, maka anggota Direksi yang bersangkutan wajib melaksanakan tugasnya sebagaimana mestinya.
8. Pemberhentian karena alasan terlibat dalam tindakan yang merugikan IFG dan/atau negara dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap, merupakan pemberhentian dengan tidak hormat.

2. The GMS resolution concerning the dismissal of members of the Board of Directors also specifies the effective date of such appointment or dismissal. If the GMS resolution does not specify the effective date, the appointment or dismissal shall take effect upon the closing of the GMS.
3. Members of the Board of Directors may be dismissed by the General Meeting of Shareholders at any time, stating the reasons, including:
   a. Failure to fulfill their obligations as agreed upon in the management contract;
   b. Unable to perform his/her duties properly;
   c. Failure to comply with the provisions of laws and regulations and/or the articles of association;
   d. Involve in acts that cause harm to the company and/or the state;
   e. Committing acts that violate the ethics and/or standards of conduct that should be upheld as a member of the Board of Directors;
   f. Being found guilty by a court decision that has become final and binding; and
   g. Resigned.
4. A member of the Board of Directors may be dismissed by the General Meeting of Shareholders based on other considerations deemed appropriate by the General Meeting of Shareholders in the best interests and for the purposes of IFG;
5. The decision to dismiss as referred to in paragraph 3, subparagraphs a, b, c, d, e, and paragraph 4 shall be made after the person concerned has been given the opportunity to defend themselves.
6. The Shareholders shall notify the relevant Board member, either verbally or in writing, of any plan to dismiss a Board member at any time.
7. As long as the dismissal plan is still in process, the member of the Board of Directors concerned must carry out his/her duties accordingly.
8. Dismissal due to involvement in acts detrimental to IFG and/or the state, where the individual has been found guilty by a court ruling that has become final and binding, constitutes dishonorable dismissal.

LAPORAN SINGKAT PELAKSANAAN TUGAS DAN TANGGUNG JAWAB DIREKSI TAHUN 2025

Sampai dengan 31 Desember 2025, pelaksanaan tugas Direksi di luar kegiatan rutin dan teknis terdokumentasi melalui berbagai keputusan yang telah diterbitkan. Adapun rincian Surat Keputusan yang berkaitan dengan pelaksanaan tugas Direksi antara lain meliputi:

BRIEF REPORT ON THE IMPLEMENTATION OF THE DUTIES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS IN 2025

As of December 31, 2025, the Board of Directors' performance of duties beyond routine and technical activities has been documented through various decisions/decrees that have been issued. Details of the Decrees related to the Board of Directors' performance of duties, including: