

### Guidelines for Evaluating the Performance of the Chief Executive Officer (CEO)

The Bank shall conduct an evaluation of the performance of the Chief Executive Officer by the Nomination and Remuneration Committee, evaluate and present it to the Board of Directors meeting for approval of the performance of the Chief Executive Officer on an annual basis. The performance evaluation of the Chief Executive Officer consists of:

1. Evaluation of plans and targets of internal performance indicators and level of achievement
2. Measuring Leadership Performance, Defining the Strategy, Strategy Execution, Financial Planning and Performance, Relationship with the Board of Directors, External relations, Management and relationship with personnel, succession, knowledge of products and services, and personal characteristics, and the third part is the development of the Chief Executive Officer, meeting attendance.

The performance evaluation of the Chief Executive Officer will be conducted by self-evaluation and the Nomination and Remuneration Committee will evaluate and propose to the Board of Directors for approval.

Summary of the performance evaluation results of the Chief Executive Officer for the year 2024 with a score scale from 0-4, from no action in that matter to excellent performance in that matter, with the overall average score of all categories is at 3.86.