



REMUNERATION AND NOMINATION COMMITTEE

The Remuneration and Nomination Committee was established by the Board of Commissioners and reports directly to the Board of Commissioners in supporting the functions and duties of the Board of Commissioners in relation to the Remuneration and Nomination of the members of the Board of Directors and members of the Board of Commissioners. The Committee is a supporting tool of the Board of Commissioners, working hand in hand with the Human Capital Management & Culture Specialist Division (HMCD) as a tool of the Board of Directors for Human Capital Improvement and preparation of future leaders who provide exemplary examples and pay careful attention to the implementation of the Company's Good Corporate Governance.

Legal Basis

The Company founded the Nomination and Remuneration Committee based on the following Regulations, Provisions and Legislation:

1. Regulation of the State Minister for State-Owned Enterprises Number: PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises as amended by Regulation of the State Minister for State-Owned Enterprises No. PER-09/MBU/2012 July 6, 2012;
2. BI Regulation No. 11/33/PBI/2009 dated December 7, 2009 concerning the Implementation of Good Corporate Governance for Sharia Commercial Banks and Sharia Business Units.
3. FSA Regulation No. 59/POJK.03/2017 dated December 18, 2017 concerning the Implementation of Governance in the provision of Remuneration for Sharia Commercial Banks and Sharia Business Units.
4. Regulation of the State Minister for State-Owned Enterprises Number: PER-12/MBU/2012 dated August 24, 2012, concerning the Supporting Organs of the Board of Commissioners;
5. Regulation of the Financial Services Authority No. 33/POJK.04/2014 dated December 8, 2014 concerning the Board of Directors and the Board of Commissioners of Issuers or Public Companies;
6. Regulation of the Financial Services Authority (POJK) No. 34/POJK.04/2014 dated December 8, 2014 concerning the Remuneration and Nomination Committee of Issuers or Public Companies;
7. Regulation of the Financial Services Authority Number 21/POJK.04/2015 dated November 16, 2015, concerning the Implementation of the Guidelines for Corporate Governance of a Public Company;
8. Regulation of the Financial Services Authority No. 45/POJK.03/2015 dated December 23, 2015 concerning the Implementation of Governance in Providing Remuneration for Commercial Banks.

9. Financial Services Authority Circular No. 40/SEOJK.03/2016 dated September 26, 2016 concerning the Implementation of Governance in Remuneration for Commercial Banks.
10. Regulation of the Financial Services Authority No. 55/POJK.03/2016 dated December 7, 2016 concerning the Implementation of Governance for Commercial Banks;
11. Financial Services Authority Circular No. 13/SEOJK.03/2017 dated March 17, 2017 concerning the Implementation of Governance for Commercial Banks.
12. Regulation of the Minister of State-Owned Enterprises Number: PER-06/MBU/06/2018 dated June 4, 2018 regarding the Third Amendment to the Regulation of the State Minister for State-Owned Enterprises Number: PER-04/MBU/2014 concerning Guidelines for Determining Incomes for the Board of Directors, Board of Commissioners, and the Supervisory Board of State-Owned Enterprises.
13. The Bank's Articles of Association Number 90 dated June 21, 2017, and Amendments Number 66 dated March 23, 2018 of PT Bank Tabungan Negara (Persero) Tbk.
14. Decision of the Board of Commissioners No. 01/DEKOM-BTN/2017 dated August 10, 2017 concerning the Board of Commissioners Charter, PT Bank Tabungan Negara (Persero), Tbk.
15. Agreement Letter with the Board of Commissioners of PT Bank Tabungan Negara (Persero), Tbk No. 02/DEKOM-BTN/2017 and the Board of Directors of PT Bank Tabungan Negara (Persero), Tbk No. 01/DIR-BTN/2017 dated November 24, 2017, regarding the Working Relationship between the Board of Commissioners and the Board of Directors of PT Bank Tabungan Negara (Persero), Tbk.
16. Joint Decree of the Board of Commissioners of PT Bank Tabungan Negara (Persero), Tbk No. 03/DEKOM-BTN/XII/2013 and the Board of Directors of PT Bank Tabungan Negara (Persero), Tbk No. SKB-03/DIR-BTN/XII/2013 regarding the Charter of the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero), Tbk dated December 18, 2013 and its amendments in accordance with the Joint Decree of the Board of Commissioners of PT Bank Tabungan Negara (Persero), Tbk No. 03/DEKOM-BTN/2016 and the Board of Directors of PT Bank Tabungan Negara (Persero), Tbk No. SKB-03/DIR-BTN/2016, July 18, 2016.

Composition of the Remuneration and Nomination Committee

In 2018, the Company's Remuneration and Nomination Committee consisted of 7 (seven) members. The composition of the Remuneration and Nomination Committee Members consisted of 1 (one) Independent Commissioner serving as the Chairperson, 3 (three)

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Independent Commissioners, 1 (one) Commissioner, 1 (one) Independent member and 1 (one) Executive Officer in charge of Human Resources.

The structure and membership of the Remuneration and Nomination Committee as of December 31, 2018 is as follows:

Name	Position	Legal Basis of Appointment	Term of Office
I Wayan Agus Mertayasa	Chairperson/ President Commissioner/ Independent	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 163/DIR/2016 dated 25 April, 2016	25/04/2016 – 24/04/2019
Lucky Fathul Aziz Hadibrata	Member/ Independent Commissioner	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No.650/DIR/2017 dated November 21, 2017	21/11/2017 – 23/03/2020
Arie Coerniadi	Member/ Independent Commissioner	Decree of the Board of Directors of the Bank Tabungan Negara (Persero) Tbk No.163/DIR/2015 dated April 25, 2015	25/04/2016 – 24/04/2019
Kamaruddin Sjam	Member/ Independent Commissioner	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 476/DIR/2016 dated November 1, 2016	01/11/2016 – 30/09/2019
Maurin Sitorus	Member/Non Independent Commissioner	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 476/DIR/2016 dated November 1, 2016	01/11/2016 – 30/09/2019
I Nengah Rentaya	Member/ Independent	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 476/DIR/2016 dated November 1, 2016	08/11/2016 – 07/11/2019
Eko Waluyo	Ex-officio Member/ Executive Officer of Human Resources	Decree of the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 401/DIR/2017 dated August 24, 2017	06/06/2017 – 06/06/2020

Remuneration and Nomination Committee Profile



I Wayan Agus Mertayasa

Remuneration and Nomination Committee Chairman

Educational history, Work Experience and Expertise Training can be viewed in the Profile section of the Board of Commissioners in this Annual Report.

Expertise

Finance, Banking



Lucky Fathul Aziz Hadibrata

Remuneration and Nomination Committee Member

Educational history, Work Experience and Expertise Training can be viewed in the Profile section of the Board of Commissioners in this Annual Report.

Expertise

Finance, Macro Economics, Management Strategy



Arie Coerniadi

Remuneration and Nomination Committee Member

Educational history, Work Experience and Expertise Training can be viewed in the Profile section of the Board of Commissioners in this Annual Report.

Expertise

Finance and Information Technology



Maurin Sitorus

Remuneration and Nomination Committee Member

Educational history, Work Experience and Expertise Training can be viewed in the Profile section of the Board of Commissioners in this Annual Report.

Expertise

Law, Economy



Kamaruddin Sjam

Remuneration and Nomination Committee Member

Educational history, Work Experience and Expertise Training can be viewed in the Profile section of the Board of Commissioners in this Annual Report.

Expertise

Audit, Finance



I Nengah Rentaya

Remuneration and Nomination
Committee Member

Is an Indonesian citizen, he was born in Tabanan, Bali, he is currently 60 years old, he is domiciled in Jakarta. He holds a bachelor's degree (S1) from the Faculty of Economics, University of Gajah Mada, Yogyakarta in 1987 and Master of International Affairs in Economic Policy and Management from Columbia University, NYC, USA in 1993. Certificate Program in Treasury Management from New York University, School of Continuing Education, NYC, USA, 1994 Summer Session Program.

Expertise

Monetary Economics, Banking, Human Capital Management and Learning Development.

Work Experience

He has served as the Senior Vice President - Group Head of Corporate Banking of PT Bank Mandiri (Persero) Tbk (2007-2014); as the Senior Vice President-Group Head of Human Capital Group of PT Bank Mandiri (Persero) Tbk (2006-2007); as a Senior Vice President - Deputy of the Head of Human Capital Group of PT Bank Mandiri (Persero) Tbk (2003-2006).

Training

Train the Trainer Bank Mandiri Methodology and Tool Delivery Program (2013); 60 hour Certificate Coaching Program Training, by ICF, USA (2013); Service Excellence for Senior Program Manager, by SQC, Singapore (2012); The 4 Disciplines of Execution (4DX), Manager Certification Gold Programs, by Franklin Covey and Dunamis Indonesia, 2012; ASIA PASIFIC Program Human Resources Management, by INSEAD, Singapore, Nov. 27' - Dec' 01 2000; Achieving an Outstanding Performance program, by INSEAD, Fontainebleau, France, 7 - 12 April 2002. Human Performance Improvement (HPI) Certification Program (Six Modules), from ASTD, USA, 2001. Certificate in Using Assessment Center to Grow Your Future Leader, Advance Level, by DDI Indonesia 2001. Certified Interviewer of Targeted Selection (TS) by DDI Indonesia, 2000. Human Resources Executive Program, by the Michigan Ross School of Business, Hong Kong, 2008. Strength Based Performance Coaching, by Gallup University, Singapore, 2009. Train the Trainer Execution Focus (4DX) Program, by Dunamis Indonesia, 2012. Human Resource Skills in Banking and Finance, by Euromoney Training, London, 2002.



Eko Waluyo

Remuneration and Nomination Committee
Ex-officio member

Is an Indonesian citizen, he was born in Temanggung, he is currently 47 years old. He graduated with a bachelor's degree in Accounting, from Gajah Mada University in 1995 and earned a master's in management (MM) in Finance from Gajah Mada University (UGM) and University of Kentucky USA in 2004.

Expertise

Finance

Work Experience

He served as Head of the Corporate Secretary Division (2015-2017), Head of Investor Relations (2013-2015), Investor Relations Manager (2011-2013), Investor Communication Manager (2010-2011), and Section Head of the KPR Securities Team (2006-2010). Previously he was the Manager of the Risk Management Department of PT Sarana Multigriya Finansial (2006) and Young Auditor of the Supreme Audit Agency (BPK) (2006-2007).

Training

Investor Relations Masterclass, Executive Workshop, the Investor Relations Society, United Kingdom (UK) (2013), Banking Risk Management Competency Certificates Level 1, 2, 3 and 4 by Banking Professional Certification Institutions (LSPP) (2011, 2012 and 2014), ASEAN Corporate Governance Scorecard Workshop, Indonesian Institute for Corporate Directorship (IICD), Jakarta (2015), Workshop on Roles and Functions of the Board of Commissioners/Supervisory Board of State-Owned Enterprises, Ministry of State Owned Enterprises, Bandung, Indonesia (2015), The First Asean Marketing Summit, Markplus Institute, Jakarta (2015), The 1st Corporate Secretary Leadership Forum, Press Company Union (SPS), Bangkok, Thailand (2015) and The Workshop on Making Small-Scale Savings Work for Everyone in a Digitized World, The World Savings Bank Institute (WSBI), Washington DC, USA (2015). Workshop of State-Owned Enterprises HR Directors & Managers, Jakarta (2017); The Second Indonesia Human Capital Summit 2017, Jakarta (2017); Talent Management Workshop World-class State-Owned Enterprises, Bali (2017).

Appointment and Dismissal

The appointment and dismissal of the Company's Remuneration and Nomination Committee refers to the Joint Decree of the Board of Directors and Board of Commissioners No. 03/DEKOM-BTN/2013 dated December 18, 2013 concerning the Charter of the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero) Tbk, as well as the Board Decree Commissioner No. 01/DEKOMBTN/2017, August 10, 2017 concerning the Guidelines and Code of Conduct of the Board of Commissioners of PT Bank Tabungan Negara (Persero), Tbk. The appointment and dismissal of Members of the Remuneration and Nomination Committee is based on the decision of the Board of Commissioners by considering the aspects of integrity, character and morals, independency, knowledge of the provisions of the remuneration system and/or the nominations and succession planning of the Human Capital Management.

Independency of the Remuneration and Nomination Committee Members

Members of the Remuneration and Nomination Committee have fulfilled all independence criteria and are able to perform their duties independently, upholding the Bank's best interests and be free from the influence of any party. The Independent Commissioners in the composition of the Remuneration and Nomination Committee consists of 4 (four) members from 7 (seven) members of the Remuneration and Nomination Committee, which is in accordance with the Financial Services Authority Regulation No. 55/POJK.03/2016 concerning the Implementation of Governance for Commercial Banks Article 43 paragraph 4 that the members of the Remuneration and Nomination Committee must shall be at least 3 (three) members, and of which shall consist of least 2 (two) Independent Commissioner members.

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Independency Aspect	I Wayan Agus Mertayasa	Lucky Fathul Aziz Hadibrata	Arie Coerniadi	Kamaruddin Sjam	Maurin Sitorus	I Nengah Rentaya	Eko Waluyo
No Financial Relationship with the Board of Commissioners and the Board of Directors	√	√	√	√	√	√	√
No Management Relationship with the Company, Subsidiaries or Affiliated Companies	√	√	√	√	√	√	√
No relationship with the Company's Share Ownership	√	√	√	√	√	√	√
No Family ties with the Board of Commissioners, the Board of Directors, and/or fellow members of the Audit Committee	√	√	√	√	√	√	√

Concurrent Position

The concurrent position of Company's independent party has referred to the Decree of the Board of Commissioners No. 01/DEKOM-BTN/2017, dated August 10, 2017 concerning the Board of Commissioners Charter and Rules of State-Owned Enterprises No. PER-12/MBU/2012 dated August 24, 2012 concerning the Supporting Bodies of the Board of Commissioners/Supervisory Board of State-Owned Enterprises as well as the GMS Decision of PT Bank Tabungan Negara (Persero) Tbk dated March 27, 2013. Likewise, it has taken into account and consideration the Independency, Confidentiality, Code of Ethics and the implementation of the duties and responsibilities of the Board of Commissioners. The details of the concurrent positions of the Remuneration and Nomination Committee members are presented in the following table:

Name	Position	Concurrent Position in the Company	Concurrent Position in other companies/agencies
I Wayan Agus Mertayasa	Chairman/ President Commissioner/ Independent	1. President / Independent Commissioner 2. Member of the Audit Committee 3. Member of the Risk Monitoring Committee	None
Lucky Fathul Aziz Hadibrata	Member / Independent Commissioner	1. Independent Commissioner 2. Member of the Audit Committee	None
Arie Coerniadi	Member / Independent Commissioner	1. Independent Commissioner 2. Chairman of the Risk Monitoring Committee	None
Kamaruddin Sjam	Member / Independent Commissioner	1. Independent Commissioner 2. Chairman of the Audit Committee	None
Maurin Sitorus	Member / Non Independent Commissioner	1. Non Independent Commissioner	None
I Nengah Rentaya	Member / Independent	None	None
Eko Waluyo	Ex-officio Member / Executive Officer of Human Resources	Human Capital Management & Culture Specialist Division Head	None

Term of Office

The Term of Office of the Remuneration and Nomination Committee may not be longer than the Term of Office of the Board of Commissioners in accordance with FSA Regulation No. 34/ POJK.04/2014 and the Charter of the Remuneration and Nomination Committee and can be re-elected. The Term of Office of the Committee members appointed between the Term of Office of the Board of Commissioners will end at the same time as the Term of Office of the Board of Commissioners ends.

Work Guidelines for the Remuneration and Nomination Committee

The Work Guidelines for the Remuneration and Nomination Committee refer to the Remuneration and Nomination Committee Charter. The Charter of the Remuneration and Nomination Committee is prepared based on the applicable laws and regulations and is constantly reviewed regularly and was ratified based on the Board of Commissioners Decree Number No. SKB-03/DECOM BTN/2016 and the Board of Directors No. SKB-03/DIR-BTN/2016 dated July 18, 2016.