

## REMUNERATION GOVERNANCE

### Total Remuneration of the Board of Directors and the Board of Commissioners Per Person in 1 Year

Remuneration per Person in 1 year *)	2017		2018	
	Total Members of the Board of Directors	Total Members of the Board of Commissioners	Total Members of the Board of Directors	Total Members of the Board of Commissioners
> Rp2 billion	8	7	11	8
> Rp. 1 billion to Rp. 2 billion	4	0	3	1
> Rp. 500 million to Rp1 billion	1	2	0	0
<Rp. 500 million	0	1	0	0

Remarks: \*) received in cash

### SHARE OPTIONS IN POSSESSION BY MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS, EXECUTIVE OFFICERS AND EMPLOYEES

The Extraordinary General Meeting of Shareholders (EGMS) held on October 6, 2009 approved the issuance of new shares in the portfolio of PT Bank Tabungan Negara (Persero) Tbk as much as 30% (thirty percent) or totaling 2,723,142,857 shares of the total shares that were issued and fully paid after the issuance of new shares so that the ownership of the Republic of Indonesia changed to 70% (seventy percent) or 6,354,000,000 shares of the total shares issued and fully paid after the issuance of the new shares. The issuance of the new shares in the portfolio referred to as offered to the public through an IPO (Initial Public Offering), which included all shares including Management and Employee Stock Allocation/MESA and the Management and Employee Stock Options Plan/MESOP.

#### Requirements for Eligible Employees and/or Management

Participants of the MESA and MESOP programs are employees who were registered as of September 30, 2009, and the members of the Board of Directors', Board of Commissioners', Sharia Supervisory Board, Secretary of the Board of Commissioners, and Audit Committee members.



## Amount of Share Options Allocated

Table of Share Ownership Based on Shares Option

No.	Name and Position	Number of Shares Owned	Option Amount		Option Price (Rp.)	Duration
			Number of Shares Given	Number of Shares Executed		
<b>Board of Commissioners</b>						
1	Arie Coerniadi	-	-	-	-	-
2	Kamaruddin Sjam	-	-	-	-	-
3	Lucky Fathul Aziz Hadibrata	-	-	-	-	-
4	Catherinawati Hadiman	-	-	-	-	-
5	Fajar Harry Sampurno	-	-	-	-	-
6	Sumiyati	-	-	-	-	-
<b>Board of Directors</b>						
1	Maryono	-	-	-	-	-
2	Irman Alvian Zahiruddin	3,991,000	1,354,000	1,354,000	855.00	Feb 2011- Aug 2014
3	Mansyur Syamsuri Nasution	-	-	-	-	-
4	Iman Nugroho Soeko	-	-	-	-	-
5	Sis Apik Wijayanto	-	-	-	-	-
6	Adi Setianto	-	-	-	-	-
7	Sulis Usdoko	-	138,500	138,500	855.00	Feb 2011- Aug 2014
8	Oni Febriarto R.	-	65,000	65,000	855.00	Feb 2011- Aug 2014
Executive Officer		7,430,600	6,925,500	6,925,500	855.00	Feb 2011- Aug 2014
Staff		-	136,751,500	136,751,500	855.00	Feb 2011- Aug 2014

### MESOP Phase 2

No.	Name and Position	Number of Shares Owned	Option Amount		Option Price (Rp.)	Duration
			Number of Shares Given	Number of Shares Executed		
<b>Board of Commissioners</b>						
1	Arie Coerniadi	-	-	-	-	-
2	Kamaruddin Sjam	-	-	-	-	-
3	Lucky Fathul Aziz Hadibrata	-	-	-	-	-
4	Catherinawati Hadiman	-	-	-	-	-
5	Fajar Harry Sampurno	-	-	-	-	-
6	Sumiyati	-	-	-	-	-
<b>Board of Directors</b>						
1	Maryono	-	-	-	-	-
2	Irman Alvian Zahiruddin	3,991,000	855,500	855,500	1,297.44	2011 - Aug 2015
3	Mansyur Syamsuri Nasution	-	-	-	-	-
4	Iman Nugroho Soeko	-	-	-	-	-
5	Sis Apik Wijayanto	-	-	-	-	-
6	Adi Setianto	-	-	-	-	-
7	Sulis Usdoko	-	109,000	109,000	1,297.44	Feb 2011- Aug 2015
8	Oni Febriarto R.	-	51,000	51,000	1,297.44	Feb 2011- Aug 2015
Executive Officer		7,430,600	5,467,500	5,467,500	1,297.44	Feb 2011- Aug 2015
Staff		-	102,442,500	102,442,500	1,297.44	Feb 2011- Aug 2015

## REMUNERATION GOVERNANCE

### MESOP Phase 3

No.	Name and Position	Number of Shares Owned	Option Amount		Option Price (Rp.)	Duration
			Number of Shares Given	Number of Shares Executed		
<b>Board of Commissioners</b>						
1	Arie Coerniadi	-	-	-	-	-
2	Kamaruddin Sjam	-	-	-	-	-
3	Lucky Fathul Aziz Hadibrata	-	-	-	-	-
4	Catherinawati Hadiman	-	-	-	-	-
5	Fajar Harry Sampurno	-	-	-	-	-
6	Sumiyati	-	-	-	-	-
<b>Board of Directors</b>						
1	Maryono	-	-	-	-	-
2	Irman Alvia Zahiruddin	3,991,000	828,500	828,500	1,098.36	Feb 2011 - Aug 2016
3	Mansyur Syamsuri Nasution	-	-	-	-	-
4	Iman Nugroho Soeko	-	-	-	-	-
5	Sis Apik Wijayanto	-	-	-	-	-
6	Adi Setianto	-	-	-	-	-
7	Sulis Usdoko	-	108,500	108,500	1,098.36	Feb 2011- Aug 2016
8	Oni Febriarto R.	-	54,500	54,500	1,098.36	Feb 2011- Aug 2016
Executive Officer		7,430,600	5,566,500	5,566,500	1,098.36	Feb 2011- Aug 2016
Staff		-	102,367,500	102,367,500	1,098.36	Feb 2011- Aug 2016

### MESOP 2018 Program

The MESA and MESOP programs were completed in the 2016 period. In 2017, there was no further Share Option program for the Board of Directors, Board of Commissioners, Executive Officers, and Employees. In 2018, the Company no longer implemented the Bank's Share Ownership Program for employees and/or management.

### MESOP Data as of 2018 Position

No.	Name and Position	Number of Shares Owned	Option Amount		Option Price (Rp.)	Duration
			Number of Shares Given	Number of Shares Executed		
<b>Commissioners</b>						
1	I Wayan Agus Mertayasa	None	None	None	None	None
2	Iman Sugema	None	None	None	None	None
3	Maurin Sitorus	None	None	None	None	None
4	Sumiyati	None	None	None	None	None
5	Parman Nataatmadja	None	None	None	None	None
6	Arie Coerniadi	None	None	None	None	None
7	Lucky Fathul Aziz Hadibrata	None	None	None	None	None
8	Kamaruddin Sjam	None	None	None	None	None
9	Garuda Wiko	None	None	None	None	None
<b>Directors</b>						
1	Maryono	None	None	None	None	None
2	Iman Nugroho Soeko	None	None	None	None	None
3	Andi Nirwoto	None	None	None	None	None
4	Oni Febriarto R.	None	None	None	None	None



### MESOP Data as of 2018 Position

No.	Name and Position	Number of Shares Owned	Option Amount		Option Price (Rp.)	Duration
			Number of Shares Given	Number of Shares Executed		
5	Budi Satria	None	None	None	None	None
6	R. Mahelan Prabantarikso	None	None	None	None	None
7	Nixon L. Pahotan Napitupulu	None	None	None	None	None
8	Dasuki Amsir	None	None	None	None	None
9	Yossi Istanto	None	None	None	None	None
Executive Officers		-	None	None	None	None
Employees		-	None	None	None	None

### HIGHEST AND LOWEST SALARY RATIO

The Company strives to avoid any extreme disparities in remuneration. The ratio of the highest to the Lowest salaries for 2018 are as follows:

Table Highest and Lowest Salary Ratios for 2018

DESCRIPTION	2016 Ratio	2017 Ratio	2018 Ratio
Highest and Lowest Employee Salary.	18,85 : 1	18,64 : 1	20,96 : 1
Highest and Lowest Directors Salary	1,11 : 1	1,1 : 1	1,18 : 1
Highest and Lowest Salary of the Commissioner	1,11 : 1	1,1 : 1	1,11 : 1
Highest Board of Directors Salaries and Highest Employees Salaries	2,70 : 1	2,99 : 1	2,95 : 1

### Number of Employees affected by layoffs and total severance paid in 2018

No.	Severance per Person in 1 (one) year	Number of PPST Employees	
		2017	2018
1.	Above Rp1 billion	1	-
2.	Above Rp500 million up to 1 billion	6	14
3.	Rp500 million and below	3	-

### Total Deferred Variable Remuneration

Deferred Variable Remuneration in 2017		Deferred Variable Remuneration in 2018	
Cash	None	Cash	1,059
Shares	None	Shares	4,961