



## 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)

## ORGANS AND COMMITTEES UNDER THE BOARD OF COMMISSIONERS

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