

Independency Aspects	Chandra M. Hamzah	Heru Budi Hartono	Ahdi Jumhari Luddin	Armand B. Arief	I Nengah Rentaya	Eko Waluyo
Having no family relationship with the Board of Commissioners, Board of Directors, and/or fellow members of the Nomination and Remuneration Committee	✓	✓	✓	✓	✓	✓
Did not serve as administrators of political parties, officials and government.	✓	✓	✓	✓	✓	✓

### Remuneration and Nomination Committee Meetings

Meetings were held at least the same as the minimum requirements for the meeting of the Board of Commissioners as stipulated in the Articles of Association of the Company. The meeting quorum was attended by at least 51% of Committee members, either directly or through other designated media.

The meeting was chaired by the Chairman of the Committee or a member appointed by the members present, if the Chairman of the Committee was unable to attend. Decisions of Committee meetings were made based on deliberation to reach consensus. In the event that a consensus did not occur, decision making was made based on a majority vote with the principle of 1 (one) person 1 (one) vote (one man one vote).

### Remuneration and Nomination Committee Meeting Agenda

**Table of Agenda for the Remuneration and Nomination Committee Meeting**

No.	Meeting Date	Meeting Agenda	Audience	Information
1.	January 15, 2020	Remuneration and Nomination Committee Work Program in 2020	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Ahdi Jumhari Luddin</li> <li>Armand B. Arief</li> <li>Heru Budi Hartono</li> <li>I Nengah Rentaya</li> </ul>	Remuneration and Nominations
2.	January 21, 2020	Prepare and recommend the Fit and Proper Test for Candidates for President Director, new members of the Board of Directors, Director of Compliance and Members of the Board of Commissioners for the completion of the OJK Fit and Proper Test.	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Armand B. Arief</li> <li>Ahdi Jumhari Luddin</li> <li>Heru Budi Hartono</li> <li>I Nengah Rentaya</li> </ul>	Nominations
3.	January 29, 2020	<ol style="list-style-type: none"> <li>Board of Commissioners Work Program 2020</li> <li>Plan for 2020 Employee Education Activities</li> </ol>	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Armand B. Arief</li> <li>I Nengah Rentaya</li> </ul>	Remuneration and Nominations
4.	February 05, 2020	Postponement of the Preparation Period for Mr. Hertanta - Head of Internal Audit Division (IAD)/ Head of SKAI	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Ahdi Jumhari Luddin</li> <li>Armand B. Arief</li> <li>I Nengah Rentaya</li> </ul>	Remuneration
5.	February 12, 2020	Recommended Remuneration for the Board of Directors, Board of Commissioners, and Sharia Supervisory Board (DPS) for 2020 and Tantiem for the 2019 Financial Year.	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Ahdi Jumhari Luddin</li> <li>Armand B. Arief</li> <li>Heru Budi Hartono</li> <li>I Nengah Rentaya</li> </ul>	Remuneration
6.	February 19, 2020	<ol style="list-style-type: none"> <li>Postponement of Mr. Hertanta - Head of Internal Audit Division (IAD)/Head of SKAI</li> <li>Recommendation of Candidates for Head of Corporate Secretary Division</li> </ol>	<ul style="list-style-type: none"> <li>Chandra M. Hamzah</li> <li>Ahdi Jumhari Luddin</li> <li>Armand B. Arief</li> <li>Heru Budi Hartono</li> <li>I Nengah Rentaya</li> </ul>	Nominations

No.	Meeting Date	Meeting Agenda	Audience	Information
7.	April 15, 2020	Discussing the Bank's Talent Policy, Talent Development and Succession Management, related to the Nomination of the BoD-1 Talent Pool.	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Nominations
8.	April 22, 2020	Discussing the Bank's Talent Policy, Talent Development and Succession Management, related to the Nomination of the BoD-1 Talent Pool.	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Nominations
9.	May 15, 2020	Discussion on Human Capital Management, especially Talent and Succession with Director of Human Capital, Legal & Compliance.	<ul style="list-style-type: none"> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration and Nominations
10.	July 01, 2020	Determination of the remuneration of the Board of Directors and the Board of Commissioners of PT Bank Tabungan Negara (Persero) Tbk. in 2020.	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration
11.	August 26, 2020	<ol style="list-style-type: none"> <li>1. Board of Commissioners Work Program 2020</li> <li>2. Quarterly Commissioner Board of Commissioners Supervisory Report in 2020</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remunerasi dan Nominasi
12.	September 16, 2020	<ol style="list-style-type: none"> <li>1. Revised Decree with the Board of Commissioners and the Board of Directors PT Bank Tabungan Negara (Persero) Tbk.</li> <li>2. Increasing the Human Resources Capacity and Competence of PT Bank Tabungan Negara (Persero) Tbk.</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration and Nominations
13.	October 21, 2020	Discussing recommendations on the Main Behavior of Bank BTN's Work Culture in line with the AKHLAK Work Culture.	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration and Nominations
14.	October 27, 2020	<ol style="list-style-type: none"> <li>1. Review of the Appointment of the Director of Supervision of Sharia Business Units (UUS)</li> <li>2. Inhouse Training Plan for the Board of Commissioners</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Nominations
15.	November 11, 2020	<ol style="list-style-type: none"> <li>1. Review and Study of Employee Disciplinary Policy and Sanctions</li> <li>2. Benchmarking of Himbara Banks Employee Discipline Policies</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration and Nominations
16.	November 25, 2020	<ol style="list-style-type: none"> <li>1. Work Program for the Board of Commissioners in 2021</li> <li>2. The reappointment of Mr. Eko Waluyo as a member of the Remuneration and Nomination Committee (ex officio)</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Nominations
17.	December 02, 2020	<ol style="list-style-type: none"> <li>1. Preparation of Reports on the Response and Supervision of the Board of Commissioners on Performance until the 3rd Quarter of 2020 PT Bank Tabungan Negara (Persero) Tbk.</li> <li>2. Discussing the Revised Work Program for the Board of Commissioners and Aspects of Performance Assessment and KPI for the Board of Commissioners in 2021.</li> </ol>	<ul style="list-style-type: none"> <li>• Chandra M. Hamzah</li> <li>• Ahdi Jumhari Luddin</li> <li>• Armand B. Arief</li> <li>• Heru Budi Hartono</li> <li>• I Nengah Rentaya</li> </ul>	Remuneration and Nominations

### Frequency and Attendance Rate of The Remuneration and Nomination Committee Meeting

During 2020, the Remuneration and Nomination Committee held 17 (seventeen) meetings. The frequency and attendance rates of each Committee member are as follows.

**Table of Attendance Level of Remuneration and Nomination Committee Meetings**

Name	Position	Remuneration and Nomination Committee Meetings		
		Number and Percentage of Attendance		
		Number of Meeting	Number of Presence	Percentage
Chandra M. Hamzah	Chairman	17	17	100%
Heru Budi Hartono	Member	17	13	76%
Ahdi Jumhari Luddin	Member	17	17	100%
Armand B. Arief	Member	17	17	100%
I Nengah Rentaya	Member	17	17	100%
Eko Waluyo	Ex-Officio Member	-	-	-

Note: \*) Eko Waluyo as a member of the Ex-Officio Nomination, Remuneration and Risk Committee was not invited to attend the Remuneration and Nomination Committee meeting related to conflicts of interest as an Officer/Employee.

### Remuneration and Nomination Committee Income

In accordance with the Regulation of the Minister of SOEs No. PER-12/MBU/2012 concerning Organ of the Board of Commissioners/ Supervisory Board of SOEs, the income of other members was determined by the Board of Commissioners/ Board of Supervisors with due regard to the capability of the Company. Other Committee Members' income was in the form of an honorarium of a maximum of 20% (twenty percent) of the salary of the President Director of the Company, provided that the tax was borne by the Company, and was not allowed to receive other income other than the honorarium. In addition, a member of the Board of Commissioners/ Board of Supervisors who became Chairman/ Member of other Committees was not given additional income from the position other than income as a Member of the Board of Commissioners/Board of Supervisors.

Income/remuneration policy Other committees of PT Bank Tabungan Negara (Persero) Tbk. was determined by the Board of Commissioners.

### Brief Report on the Implementation of Remuneration and Nomination Committee Activities in 2020

In 2020, the Remuneration and Nomination Committee has carried out its duties and responsibilities in accordance with the prevailing laws and regulations, especially those related to the duties of Remuneration and Nomination of Candidates for Directors, Board of Commissioners and Sharia Supervisory Board (UUS), Nomination of the Company's internal talents one level at under the Board of Directors (BoD-1) and evaluates policies related to Human Capital Management (Human Capital Management) and Learning Development. Several directives and/or advice from the Board of Commissioners to the Board of Directors include the following important matters:

1. Increasing the active role of Top Management as a Role Model in the process of strengthening the SIIPS Corporate Culture internalization and externalization program in line with the Shareholders' direction to implement AKHLAK Core Values, especially focusing on 8 Main Behaviors through 4 (four) Theme Pillars Culture as a priority, namely Sales and Service Culture, Governance and Risk Culture, Performance Culture and Learning Culture as part of strengthening the Employee Value Proposition (EVP) Program.
2. Increasing competence and capacity of employees as part of efforts to reduce and control fraud, as indicated by the Company's internal audit findings that one of the causes of fraud was the lack of employees and the ability of employees in several work units. In this case, the Board of Commissioners disagrees with the reasons referred to, particularly the shortage of employees and advises the Board of Directors to carry out a Work Load Analysis (span of control) with more emphasis on the aspects of Individual Employee Productivity Analysis and the capacity required by each work unit first.
3. Increasing the capacity and competence of Sharia Business Unit (UUS) Employees, strengthening the Management of Sharia Business Management and Supervision of Sharia activities.
4. Reviewing Employee Discipline Policies to be more assertive and provide a **deterrent effect** on the perpetrators by considering whether there is an intentional element, purely due to negligence and/or consideration of the significance of its impact on financial losses and the image of the bank. In terms of the imposition of sanctions against perpetrators of fraud, the Board of Commissioners directs that the category of sanctions for fraud perpetrators be made firmer with a focus on 2 (two) aspect considerations, namely **there is an intention or no intention** to commit fraud. If there is an intention to commit fraud, regardless of the nominal amount, a **heavy** category sanction must be given, namely **Termination of Employment (PHK)**. Likewise, the imposition of sanctions against the perpetrators of **repeated acts**, must be given a type of sanction that is one level higher.

5. In relation to the implementation of Employee Talent Mapping, the Board of Commissioners recommends that the Performance Appraisal process be reviewed, approved by the Direct Supervisor of the assessed Employee and the Appraiser Superior one level higher. If necessary, it is approved by the relevant HR committee. So far, the Board of Commissioners has been very concerned about the accuracy and consistency of the results of the performance assessment for the **Good, Very Good or Special** categories and the Talent Mapping for the **Star, Potential, Average, Need to Develop** and **Slow Starter** categories, which are considered not meeting expectations
6. The Board of Commissioners is also concerned about the Company's Performance Management System Policy, especially regarding the Assessment Weight of the Leadership and Development component which has not received serious attention as part of an effort to motivate and ensure that the Supervision function in the organization runs well, as follows:
  - Assessment Weight for Low level Management: 80% KPI, 20% Leadership and Development.
  - Assessment Weight for Middle Management: 60% KPI, 40% Leadership and Development.
  - Assessment Weight for Top Management: 40% KPI, 60% Leadership and Development.
7. As part of the Meritocracy Concept, the Board of Commissioners recommends not to use seniority considerations. Every individual has the same opportunity in career development, which is based on considerations of Employee Performance and Potential.
8. It is necessary to increase the commitment of the Supervisors to discipline their Subordinate Employees who do not carry out their duties and responsibilities in accordance with the stipulated regulations, as well as against the abuse of their position authority. This is necessary to ensure that the same problem does not occur again in the future.
9. Based on the work unit's observations and the Company's Internal Audit findings report, the "Silo" behavior is still found in the organization so that it is less solid in coordination and collaboration between individuals and between work units. Each individual/work unit should prioritize the interests of the Company as a whole over other interests. The Board of Commissioners hopes that the Board of Directors will be able to conduct re-direction to all levels of cooperation to improve even better cooperation and harmonize all levels from the top to the bottom.
10. The Board of Directors and all levels of the Management of the Company, must intensify the implementation of Coaching and Mentoring to Subordinate Employees, Coaches and Mentors must provide more motivation (encouraging), explore potential, inspire (inspiring), listen instead of telling and asking and focus more on efforts to develop Employee Potential Strengths instead of directing, blaming or punishing which lead to nonproductive situations.
11. To further increase effectiveness, any behavior that is contrary to the company's values must be reported through the Whistle Blowing System for further processing and given an appropriate sanction, and vice versa for those who give examples of exemplary behavior must get recognition or reward that is constructive, motivating. and raise the spirit to contribute better to the Organization.

As for the details of the activities of the Remuneration and Nomination Committee in 2020, we summarize as follows:

No.	Agenda
1.	Prepare the 2020 Remuneration and Nomination Committee Work Program.
2.	Prepare and discuss the 2020 Board of Commissioners Draft Work Program.
3.	Prepare and recommend Fit and Proper Test for Candidates for President Director for document completeness for the OJK Fit and Proper Test.
4.	Prepare and recommend the Fit and Proper Test for Candidate Members of the Board of Commissioners to the Board of Directors as a complete document for the OJK Fit and Proper Test.
5.	Preparing and recommending the Fit and Proper Test of the Candidate for Compliance Director for the completion of the OJK Fit and Proper Test Document.
6.	Prepare and recommend Fit and Proper Test for Candidate Members of the Board of Directors for the completion of the OJK Fit and Proper Test Documents.
7.	Make a study and recommend approval for the 2020 Employee Education Activity Plan.
8.	Compiled a study and submitted recommendations on the remuneration proposal of the Board of Directors, Board of Commissioners and Sharia Supervisory Board (DPS) for 2020 and Tantiem for the 2019 Financial Year.
9.	Compiled a study and submitted recommendations from the Board of Directors' Suggestions regarding Postponement of the Retirement Preparation Period. Hertanta - Head of the Internal Audit Division (IAD)/Head of the Internal Audit Unit (SKAI).
10.	Prepare a study and submit recommendations from the Board of Directors regarding Candidates for Head of the Corporate Secretary Division.
11.	Prepare a study and review the Talent Policy, Talent Development and Succession Management of Bank BTN.

No.	Agenda
12.	Compiling studies and submitting recommendations as a follow-up to the Letter of the Minister of BUMN No. S-254/MBU/04/2020 dated April 17, 2020, regarding the Bank's Talent and Succession Management Proposal.
13.	Discussed Human Capital Management, particularly Talent and Succession Management with the Board of Directors (HC and Legal Director).
14.	Prepare materials related to the preparation of the 2020 GRC Top Judging Interview.
15.	Prepare studies and recommendations on the Determination of Remuneration for the Board of Directors and Board of Commissioners in 2020 based on the Letter of the Minister of BUMN No. S-419/MBU/06/2020 dated 25 June 2020.
16.	Prepare a review and submit the Revised 2020 Board of Commissioners' Work Program, in connection with the Revised RKAP and efforts to strengthen the aspects of supervision and advice from the Board of Commissioners to the Board of Directors as well as adjusting the results of benchmarking KPIs for the Board of Commissioners of Himbara Banks.
17.	Preparing Quarter II/2020 Board of Commissioners Supervisory Report to OJK and Ministry of BUMN related to Human Capital duties.
18.	Conducted studies and recommended Alignment of the Main Behavior of the SIIPS Work Culture with the Main Behavior of the Ministry of BUMN's AKHLAK Work Culture, according to the Minister of SOE Ministerial Circular Letter No. S-07/MBU/07/2020 dated 1 July 2020.
19.	Preparing a study and submitting recommendations on the Revised Collective Agreement (SKB) between the Board of Directors and the Board of Commissioners, in connection with the Policy Revision related to the Credit Approval Authority (BWMK) - from the Consultation mechanism to the Information mechanism, threshold revision and other aspects related to Human Capital policy.
20.	Review and review the appointment of the Director of Supervision of Sharia Business Units (UUS) according to applicable procedures.
21.	Reviewing the Study on Regulatory Policy and Discipline Sanctions for Employees and Comparative Studies with Employee Discipline Policies of Himbara Banks.
22.	Reviewing and preparing the KRN Committee's response to the 2021-2023 Bank Business Plan (RBB) and 2021 RKAP for Human Capital Development Aspects related to the Aspirations of Shareholders/Capital Owners and the Strategic Plan of the Ministry of BUMN 2020-2024.
23.	Prepare a Legal Basis Study related to the Functions, Duties and Responsibilities of the Board of Commissioners in order to strengthen the Function and Role of the Board of Commissioners' Supervision (Governance Framework) in line with the Aspirations of the Ministry of BUMN.
24.	Prepare drafts and submit recommendations for the Board of Commissioners' Work Program and the Performance Assessment Aspects of the Board of Commissioners in 2021.
25.	Make a study of the Employment Data Statistics related to the OJK Findings about Employee Job Grade Mis-match that has been going on for quite a long time.
26.	Prepare a review of the Proposed Revision of KPI for the Board of Directors in Collegiate and Individual KPI for 2020 and the Proposed Draft KPI for the Board of Directors for 2021 and for the KPI for the Individual for the Board of Directors for 2021 related to the issuance of SOE Ministerial Regulation No. PER-08/MBU/08/2020 dated 7 August 2020 and Minister of SOEs Regulation No. PER-11/MBU/11/2020 dated 12 November 2020 as well as the Letter of the Ministry of BUMN No. S-1165/MBU/12/2020 dated 16 December 2020 Regarding the Proposed Revision of Bank BTN's KPI 2020 by the Ministry of BUMN.

### Directors Succession Policy

The succession policy of the Board of Directors refers to:

Policy Directions and Strategy of the Ministry of BUMN in the field of Human Resources/HR include:

- Accelerating the transformation of HR management in BUMN.
- Improved capabilities of all levels of employees and senior management.
- Strengthening an employer's brand.
- Structuring the position of the BUMN Directors to get professional management.
- Preparing the best talents to become managers of BUMN.
- Strengthening the use of information technology for HR management and development.

In this regard, steps that will be taken related to HR Management and Development, namely:

- Improve skills and provide training to employees, especially regarding the application of new technology.
- Improve governance processes.
- Forming a talent pool at the Ministry of BUMN and BUMN.
- Creating an inclusive environment.

In the case of SOE Talent development, the Ministry of SOEs takes guidance steps through:

- Improve skills and provide training for workers related to new technology.
- Improve the Governance process for the appointment of the Board of Commissioners/Directors.
- Forming a Middle Level BUMN Talent Pool (VP +).

In connection with the policy direction and aspirations of the Ministry of BUMN, the support and active role of the Board of Directors and active supervision of the Board of Commissioners are needed, especially in the implementation of Coaching and Mentoring for Millennial Talent under 40's. In this case, the Coach and Mentor must provide more motivation (encouraging), explore potential, inspire (inspiring), listen instead of telling and asking and focus more on efforts to develop Employee Potential Strength rather than directing, blaming or punishing which leads to non-productive situation so that effective synergy is built in the process of developing talents. Therefore, the Company needs to increase the active role of the Board of Directors and all levels of Senior Management as a Role Model in the process of building the Company's Work Culture in line with the aspirations of Shareholders to implement the AKHLAK Core Values, especially focusing on 8 (eight) Main Behaviors namely Sales and Service Culture, Governance and Risk Culture, Performance Culture, discipline of execution and Learning Culture as part of strengthening the Employee Value Proposition (EVP) Program, as well as part of efforts to increase productivity and reduce or control fraud.

In addition, the Company also carries out a strict Talent Mapping selection process for the organization, including determining the performance appraisal for the **Good, Very Good or Special** categories and the Talent Mapping for the **Star, Potential, and Average** categories, starting with the improvement of the Performance Management System Policy, particularly regarding the Component Assessment Weight Leadership and Development that has not received serious attention as part of efforts to motivate and ensure that the supervisory function in the organization runs well as well as the development of a Meritocracy system based on consideration of employee performance and potential.

### Risk Monitoring Committee

The Risk Monitoring Committee is a governance organ established by the Board of Commissioners and is responsible to the Board of Commissioners in supporting the effectiveness of the implementation of risk monitoring duties and responsibilities in accordance with the Financial Services Authority Regulation concerning Implementation of Governance for Commercial Banks and the Regulation of the State Minister for State Owned Enterprises regarding Supporting Organs. Board of Commissioners/Supervisory Board of State Owned Enterprises (BUMN).

#### Basis for Establishing a Risk Monitoring Committee

The Company established a Risk Monitoring Committee based on the following regulations:

1. Regulation of the Minister for State-Owned Enterprises No. PER-12/MBU/2012 concerning the Organ of the Board of Commissioners/Board of Supervisors of SOEs.
2. POJK No. 55/POJK.03/2016 dated 7 December 2016 concerning Implementation of Governance for Commercial Banks.
3. SEOJK No. 13/SEOJK.03/2017 dated 17 March 2017 concerning Implementation of Governance for Commercial Banks.
4. The Company's Articles of Association.

#### Risk Monitoring Committee Charter

In carrying out its duties and responsibilities, the Risk Monitoring Committee referred to the Risk Monitoring Committee Charter based on the Decree of the Board of Commissioners No. 02/DEKOM-BTN/XII/2019 dated November 19, 2019. The Risk Monitoring Committee Charter aimed to make the Committee work more optimally so that the implementation of risk control, prudential banking and corporate governance became better.

The contents of the Remuneration and Nomination Committee Charter are as follows:

<b>Part I</b>	General Provisions, Objectives of the Establishment of the Committee Charter
<b>Part II</b>	Duties, Responsibilities and Authorities of the Committee
<b>Part III</b>	Scope and Working Mechanism, Access to Information, Composition and Requirements of Members
<b>Part IV</b>	Meeting, Budgeting and Income of Committee Members
<b>Part V</b>	Education and Supporting Personnel
<b>Part VI</b>	Evaluation and Closing

#### Duties and Responsibility of Risk Monitoring Committee

The Risk Monitoring Committee had the duty and responsibility of assisting the Board of Commissioners in carrying out supervisory duties and providing advice to the Board of Directors by providing opinions in the form of suggestions and/or recommendations regarding but not limited to:

1. Providing evaluation on the suitability between risk management policies and the implementation of Company policies.
2. Monitoring and evaluating the implementation of duties of the Risk Management Committee and the Risk Management Work Unit.
3. Evaluating the adequacy of risk management policies at the Company.
4. Conducting studies/reviews on matters that required the approval of the Board of Commissioners in accordance with the Work Relationship Procedure for the Board of Commissioners and the Board of Directors as well as the provisions of the Regulator.