

Based on the Directors Circular Letter No. 57/DIR/HCD/2016 concerning the Implementation of Governance in Giving Remuneration, the components of the remuneration for the Board of Commissioners and Directors were fixed and variable, namely:

1. Remuneration that was permanent in nature was given in cash which may be accompanied by gifts in non-cash form.
2. Non-permanent remuneration was given in the form of cash and shares or share-based instruments issued by the bank.

## Remuneration Package and Facilities for the Board of Commissioners and Directors

**Table of Remuneration for the Board of Commissioners and Directors in 2020**

Type of Remuneration and Other Facilities	Board of Commissioner		Board of Directors	
	Number of Commissioners (person)	Amount accepted in a year (IDR Million)	Number of Directors (person)	Amount accepted in a year (IDR Million)
Remuneration				
Honorarium/Salary	6	8.910	6	25.200
Routine Allowances (Clothing Allowances and Income Tax Allowances)	6	3.413	6	9.934
Holiday allowance	6	-	6	-
Tantiem	17 *)	3.175	13 **)	6.202
Other facilities in kind of natura:				
Can be owned				
Post-Employment Insurance	6	2.956	6	6.750
Cannot be owned				
Housing Allowance	-	-	-	-
Housing Allowance	-	-	-	-
Transportation Allowance	6	1.838	6	781
Communication Allowance	-	-	6	147
<b>Tootal</b>		<b>20.292</b>		<b>49.014</b>

**Information:**

\*) 11 (eleven) members of the Board of Commissioners no longer served after the AGMS on May 17, 2019 and the EGMS on November 27, 2019.

\*\*\*) 5 (five) members of the Board of Directors, among whom no longer serve after the AGMS on May 17, 2019 and the EGMS on November 27, 2019

## Remuneration Package which is Grouped into Income Levels Received by the Board of Directors and Members of the Board of Commissioners within 1 (one) year

The remuneration of the Board of Commissioners and the Board of Directors in one year was grouped into the range of income levels as follows.

**Table of Group of Amount of Remuneration for the Board of Commissioners and Directors**

Amount of Remuneration	Number of Commissioners		Number of Directors	
	2020	2019	2020	2019
Above IDR 2 billion	6	9	8	9
Above IDR 1 billion - IDR 2 billion	-	2	-	1
Above IDR 500 million - IDR 1 billion	-	-	4 **)	1
IDR 500 million and below	11 *)	6	1 **)	4

**Information:**

\*) 11 (eleven) members of the Board of Commissioners no longer served after the AGMS on May 17, 2019 and the EGMS on November 27, 2019.

\*\*\*) 5 (five) members of the Board of Directors, among whom no longer serve after the AGMS on May 17, 2019 and the EGMS on November 27, 2019