

Decisions of Audit Committee meetings were made based on deliberation to reach consensus. Each Audit Committee meeting had to be stated in the minutes of the meeting signed by all members of the Audit Committee who were present, and the minutes were well documented.

Audit Committee Meeting Agenda

Throughout 2020, the implementation date, meeting agenda and Audit Committee meeting participants, were as follows.

Table of Audit Committee Meeting Agenda

No.	Meeting Date	Meeting Agenda	Meeting Participants
1.	Januari 7, 2020	<ol style="list-style-type: none"> 1. Discussion on the Audit Report by IAD for the period December 2020. 2. Supervision/Monitoring of IAD, OJK and BPK Audit Findings. 3. Appointment of a Public Accountant Firm (KAP) for the 2020 Financial Year. 	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
2.	January 14, 2020	Discussion on Procurement of IAD Performance Review Consultation in 2020.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
3.	January, 27 2020	Direction of the Bank BTN Audit Committee regarding the draft Annual Audit Plan IAD 2020.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
4.	Januari 29, 2020	Submission of Audit Progress on Financial Statements for Financial Year 2019 by KAP EY.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
5.	February 4, 2020	Discussion on the Determination of KAP Winners for Audit Services for the 2020 Financial Year.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
6.	February 13, 2020	Discussion on the Approval of the Draft Financial Report Publication as of December 31, 2019 (audited).	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Adi Prakoso • Peter Eko Budi Darwito
7.	February 18, 2020	Discussion on the Procurement Process for IAD Performance Review Consultants in 2020.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Adi Prakoso • Peter Eko Budi Darwito
8.	May 13, 2020	Discussion on Draft Financial Report Publications as of March 31, 2020.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Adi Prakoso • Peter Eko Budi Darwito
9.	June 2, 2020	<ol style="list-style-type: none"> 1. Discussion on the Audit Committee's Quarter I 2020 Report. 2. Discussion on the Special Audit Report for the Surabaya Branch Office by IAD. 3. Discussion on the Draft Letter of the Board of Commissioners on the Special Audit Results for the Company by OJK. 	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Adi Prakoso • Peter Eko Budi Darwito
10.	June 15, 2020	Evaluation of KAP Purwanto, Sungkoro & Surya Ernst & Young (KAPPSSEY) Audit Service Implementation for the 2019 Financial Year Financial Statements.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
11.	June 23, 2020	Audit Committee Discussion with PT KPMG Siddharta Advisory Consultant regarding Review of Internal Audit Function at the Company.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
12.	July 1, 2020	Effectiveness of the Implementation of the Internal Audit Division's Function.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Adi Prakoso • Peter Eko Budi Darwito
13.	July 21, 2020	Discussion of the KPMG letter, WBS Complaint Flow through the Board of Commissioners and the Revised Draft Audit Committee Charter.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
14.	July 29, 2020	Discussion on Draft Publication of financial reports as of June 30, 2020.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito
15.	August 12, 2020	Discussion on the Revision of the Draft Audit Committee Charter.	<ul style="list-style-type: none"> • Ahdi Jumhari Luddin • Andin Hadiyanto • Adi Prakoso • Peter Eko Budi Darwito

No.	Meeting Date	Meeting Agenda	Meeting Participants
16.	August 18, 2020	Discussion of follow-up directions from the Board of Commissioners to IAD.	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Adi Prakoso Peter Eko Budi Darwito
17.	September 2, 2020	<ol style="list-style-type: none"> Discussion of Audit results by IAD. Presentation by Mr. Andi Nirwoto. 	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Andin Hadiyanto Adi Prakoso Peter Eko Budi Darwito
18.	September 2, 2020	Discussion on Monitoring the results of the Internal and External Audit of the CCL Directorate.	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Andin Hadiyanto Adi Prakoso Peter Eko Budi Darwito
19.	October 6, 2020	<ol style="list-style-type: none"> Material of 2020 Audit Plan Implementation. Follow-up on the recommendations for the Internal Audit Function Review by KPMG. Follow-up to the Independent Auditor's Report on Compliance with Legislation and Internal Control Compliance. 	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Andin Hadiyanto Adi Prakoso Peter Eko Budi Darwito
20.	October 13, 2020	<ol style="list-style-type: none"> Organizational Structure of FAD Financial Statement Preparation Process Internal Control Over Financial Reporting 	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Andin Hadiyanto Adi Prakoso Peter Eko Budi Darwito
21.	October 13 and 16, 2020	Discussion on the Draft Financial Report Publication as of September 30, 2020.	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Adi Prakoso Peter Eko Budi Darwito
22.	November 10, 2020	Discussion on the Implementation of the Compliance Function at the Company, including the Organizational Structure, Policy, Human Resources and Implementation so far.	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Adi Prakoso Peter Eko Budi Darwito
23.	December 14, 2020	<ol style="list-style-type: none"> Submission of Concerns from the Board of Commissioners regarding IAD Activities Results of the IAD Audit Audit and its follow-ups as well as the Results of the KAPPSSEY Interim Audit of 6 (six) Branch Offices. Update from IAD related to the Progress Plan of Piloting Branch Control (BC) and Regional Audit and Control Supervisory (RACS). 	<ul style="list-style-type: none"> Ahdi Jumhari Luddin Andin Hadiyanto Adi Prakoso Peter Eko Budi Darwito

Frequency and Attendance Level of The Audit Committee Meeting

During 2020, the Audit Committee held 23 (twenty three) meetings. The frequency and attendance levels of each Committee member are as follows

Table of Audit Committee Meeting Attendance Level

Name	Position	Audit Committee Meetings		
		Number and Percentage of Attendance		
		Number of Meeting	Number of Presence	Persentase
Ahdi Jumhari Luddin	Chairman	23	22	96%
Andin Hadiyanto	Member	23	15	65%
Adi Prakoso	Member	23	23	100%
Peter Eko Budi Darwito	Member	23	23	100%

Audit 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 members of the Audit Committee was determined by the Board of Commissioners/Supervisory Board with due regard to the capability of the Company. The income of the Audit Committee members 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, members of the Board of Commissioners/Board of Supervisors who became Chairman/ Members of the Audit Committee were not given additional income from these positions apart from income as members of the Board of Commissioners/Board of Supervisors.

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

Audit Committee Competency Improvement Program

The Audit Committee competency improvement program was presented in the Company Profile Chapter in this Annual Report.

Brief Report on The Implementation of The Audit Committee's Activities for 2020

The Audit Committee implemented the entire Audit Committee Work Plan prepared at the beginning of the year and even surpassed it due to the Board of Commissioners being very active in carrying out supervisory duties which had to be followed by the Audit Committee. The Audit Committee activity report can be seen in the Audit Committee Report for Quarter I to III 2020 which had been submitted to the Board of Commissioners. Briefly, the duties of the Audit Committee related to monitoring and evaluating the implementation of the internal control system, assessing the implementation of activities and results of audits carried out by the Internal Audit Unit and external auditors, reviewing financial information to be issued by Company, and reviewing compliance with regulations relating to the Company activities had been implemented entirely.

During 2020, the Audit Committee carried out its duties and responsibilities and reported them to the Board of Commissioners, including:

1. Reviewing and providing recommendations/approval of the 2020 annual audit plan prepared by the Internal Audit Division.
2. Providing input related to the procurement of Independent Consultants who conduct a review of the internal audit function, including evaluating the results of the review and ensuring that the recommendations of the independent consultants were followed up
3. Initiating and determining the criteria for selecting consultants for a review of the functions of the Internal Audit Division in 2020.
4. Monitoring and reviewing all Audit Report Reports which were copied to the Audit Committee and compiling several letters from the Board of Commissioners to the Board of Directors as advice regarding crucial audit results.
5. Attending several exit meetings on the results of general audits conducted by the IAD (Internal Audit Division).
6. Routinely monitoring follow-up to IAD audit results and external audits.
7. Conducting regular meetings and discussions with IAD to evaluate the planning and implementation of internal audits
8. Evaluating the implementation of the Public Accounting Firm's audit services on the 2019 Financial Statements and PKBL to ensure that the audit services were carried out properly according to standards.
9. Recommending and approving KAP for the 2020 financial year to the Board of Commissioners for approval at the GMS.
10. Conducting several meetings with KAP to evaluate the progress and results of KAP's interim audit on the 2020 Financial Statements.
11. Providing input/suggestions in the KAP procurement process for the fiscal year 2021 audit, including input related to the expected KAP qualifications and following the procurement process until the winning KAP was selected as well as evaluating the implementation of KAP duties to be submitted to regulators.
12. Through meetings and letters, the Board of Commissioners expected to strengthen the role of the IAD to be more independent, strong, straightforward and assertive in conducting audits and in providing recommendations on findings including findings related to fraud.
13. Reviewing, evaluating and providing input to the Board of Commissioners regarding the monthly performance review material (Company Performance Report) submitted by the Board of Directors.
14. Reviewing the draft Financial Report and Published Financial Report.
15. Reviewing the Audit Committee Charter.
16. Providing advice on the draft RBB 2021-2023, RKAP 2021 and RAKB 2021.
17. Providing recommendations to the Board of Commissioners regarding the appointment, dismissal and performance assessment of the head of SKAI.
18. Reviewing financial information to be issued by Company to the public and /or authorities, including financial reports, projections and other reports related to Company financial information.
19. Monitoring and reviewing the implementation of duties of the Internal Audit Division and External Auditor, including monitoring and reviewing audit results and follow-up on resolving findings of the Internal Auditor and External Auditor. Reviewing the results of internal and external audits to evaluate the effectiveness of the Company's internal controls.
20. Attending the Board of Commissioners Meeting and also providing explanations and/or input on matters of concern to the Board of Commissioners.
21. Checking and evaluating the Quarterly and Annual Financial Reports as well as the Annual Reports that will be published.
22. Preparing quarterly and annual reports on the activities of the Audit Committee to the Board of Commissioners.
23. Preparing the Board of Commissioners 'Supervisory Report on the Realization of the RBB (In Semester basis) to be submitted to the FSA and preparing the Board of Commissioners' Responses on Company Performance (Quarterly) to be submitted to the Minister of BUMN.

24. Training and Competency Development of the Audit Committee

The Remuneration and Nomination Committee

The Remuneration and Nomination Committee is formed by and is responsible to the Board of Commissioners which is tasked with assisting the Board of Commissioners in carrying out its duties. The Remuneration and Nomination Committee is one of the Company's Organs, in collaboration with the Human Capital Management Division and Learning Center Division as the Board of Directors' tools for appointing human capital as strategic assets and strategic partners, analyzing policies, monitoring the implementation of preparing future prospective leaders who provide exemplary examples and careful attention to the implementation of good corporate governance, including the policy and amount of remuneration.

Basis for Establishing The Remuneration and Nomination Committee

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 No. PER-01/MBU/2011 dated 1 August 2011 concerning the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises as amended by the Regulation of the State Minister for State-Owned Enterprises No. PER-09/MBU/2012 dated 6 July 2012 .
2. PBI No. 11/33/PBI/2009 dated 7 December 2009 concerning the Implementation of Good Corporate Governance for Sharia Commercial Banks and Sharia Business Units.
3. POJK No. 59/POJK.03/2017 dated 18 December 2017 regarding the Implementation of Governance in providing remuneration for Sharia Commercial Banks and Sharia Business Units.
4. Regulation of the State Minister for State-Owned Enterprises No. PER-12/MBU/2012 dated 24 August 2012, concerning the Supporting Organs of the Board of Commissioners.
5. POJK No. 33/POJK.04/2014 dated 8 December 2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies.
6. POJK No. 34/POJK.04/2014 dated 8 December 2014 concerning the Remuneration and Nomination Committee for Issuers or Public Companies
7. POJK No. 21/POJK.04/2015 dated November 16, 2015, concerning the Implementation of Governance Guidelines for Public Companies.
8. POJK No. 27/POJK.03/2016 dated July 27, 2016 concerning the Fit and Proper Test for Main Parties of Financial Services Institutions.
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 BUMN Number: PER-01/MBU/05/2019 dated May 31, 2019 concerning the Fourth Amendment to the Regulation of the Minister of BUMN Number: PER-04/MBU/2014 concerning Guidelines for the Application of Income for the Directors, Board of Commissioners and Supervisory Board of BUMN, in determine the remuneration of the Board of Directors and Board of Commissioners of the BUMN Subsidiary concerned.
13. Articles of Association of the Company.

Duties and Responsibilities of The Remuneration and Nomination Committee

The Remuneration and Nomination Committee had the following duties and responsibilities:

1. The duties of the Committee regarding Remuneration were:
 - a. Providing recommendations to the Board of Commissioners regarding:
 - Remuneration structure.
 - Remuneration policy.
 - Amount of remuneration.
 - b. Assisting the Board of Commissioners in conducting performance appraisals in accordance with the remuneration received by each member of the Board of Directors and/or members of the Board of Commissioners.
 - c. In carrying out its remuneration function, the Committee is required to carry out the following procedures:
 - Formulating a structure, policy and amount of remuneration for members of the Board of Commissioners, members of the Board of Directors and/or Executive Officers one level below the Board of Directors.
 - Formulating a structure, policy and amount of remuneration for members of the Sharia Supervisory Board (DPS).
 - d. The remuneration structure can be in the form of:
 - Salary
 - Honorarium
 - Incentives
 - Allowances that are fixed and/or variable
 - e. The composition of the structure, policy and amount of remuneration must pay attention to:
 - The remuneration that applies to the industry is in accordance with the Company's business activities and the business scale of the Bank in the industry.
 - Duties, responsibilities and authorities of members of the Board of Directors and/or