

Authority of The Remuneration and Nomination Committee

The committee was authorized by the Board of Commissioners to:

1. Review, examine, analyze and provide opinions and recommendations within the scope of their duties.
2. Request the Company to carry out surveys and/or benchmarking studies according to the needs of the Committee.
3. Request, seek and obtain necessary information from internal and external parties of the Company.

Terms of Remuneration and Nomination Committee

The term of office of Committee members who were not members of the Board of Commissioners was no longer than 3 (three) years and could be extended 1 (one) time for a maximum of 2 (two) years of office, without prejudice to the prerogative of the Board of Commissioners to dismiss him at any time.

Remuneration and Nomination Committee Charter

In carrying out its duties and responsibilities the Remuneration and Nomination Committee referred to the Remuneration and Nomination Committee Charter based on the Decree of the Board of Commissioners No. 03/DEKOM-BTN/XII/2019 dated November 19, 2019. The Remuneration and Nomination Committee Charter aimed to make the Committee work more optimally so that the implementation of recommendations on remuneration and nomination of members of the Board of Commissioners, members of the Board of Directors, Executive Officers and Employees and Human Capital policies as a whole in accordance with the principles of Good Corporate Governance.

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

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

The Remuneration and Nomination Committee Structure, Membership and Expertise

The membership composition of the Remuneration and Nomination Committee consists of at least:

1. 3 (three) Independent Commissioners.
2. 1 (one) Commissioner.
3. 1 (one) Independent Party
4. 1 (one) Executive Officer in charge of human resources as an Employee Representative.

In the event that there are more than 3 (three) members of the Remuneration and Nomination Committee, the Independent Commissioner should be at least 2 (two) and 1 (one) Commissioner. If necessary, the Remuneration and Nomination Committee can appoint members from outside parties who are independent of Bank BTN. The Remuneration and Nomination Committee of the Company is chaired by an Independent Commissioner, 2 (two) Independent Commissioners as a member and 1 (one) Commissioner as a member and 1 (one) Independent Party and 1 (one) Executive Officer).

Executive Officers or employee representatives of members of the Remuneration and Nomination Committee must have knowledge of the Company's remuneration system and have knowledge of the Company's nomination system and succession plan.

Table of Structure, Membership and Expertise of the Remuneration and Nomination Committee

Name	Position	Information	Expertise
Chandra M. Hamzah	Chairman	Independent President Commissioner	Law and Finance
Heru Budi Hartono	Member	Commissioner	People Management and Finance
Ahdi Jumhari Luddin	Member	Independent Commissioner	Banking, Compliance and Risk Management
Armand B. Arief	Member	Independent Commissioner	Banking, Risk Management, Business Management
I Nengah Rentaya	Member	Independent Party	Monetary Economics, Banking, Human Capital Management and Learning Development.
Eko Waluyo	Ex-Officio Member	Head of the Human Capital Management Division	Human Capital and Finance