

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"> Chandra M. Hamzah Ahdi Jumhari Luddin Armand B. Arief Heru Budi Hartono I Nengah Rentaya 	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"> Chandra M. Hamzah Armand B. Arief Ahdi Jumhari Luddin Heru Budi Hartono I Nengah Rentaya 	Nominations
3.	January 29, 2020	<ol style="list-style-type: none"> Board of Commissioners Work Program 2020 Plan for 2020 Employee Education Activities 	<ul style="list-style-type: none"> Chandra M. Hamzah Armand B. Arief I Nengah Rentaya 	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"> Chandra M. Hamzah Ahdi Jumhari Luddin Armand B. Arief I Nengah Rentaya 	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"> Chandra M. Hamzah Ahdi Jumhari Luddin Armand B. Arief Heru Budi Hartono I Nengah Rentaya 	Remuneration
6.	February 19, 2020	<ol style="list-style-type: none"> Postponement of Mr. Hertanta - Head of Internal Audit Division (IAD)/Head of SKAI Recommendation of Candidates for Head of Corporate Secretary Division 	<ul style="list-style-type: none"> Chandra M. Hamzah Ahdi Jumhari Luddin Armand B. Arief Heru Budi Hartono I Nengah Rentaya 	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"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	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"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	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"> • Ahdi Jumhari Luddin • Armand B. Arief • I Nengah Rentaya 	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"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Remuneration
11.	August 26, 2020	<ol style="list-style-type: none"> 1. Board of Commissioners Work Program 2020 2. Quarterly Commissioner Board of Commissioners Supervisory Report in 2020 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Remunerasi dan Nominasi
12.	September 16, 2020	<ol style="list-style-type: none"> 1. Revised Decree with the Board of Commissioners and the Board of Directors PT Bank Tabungan Negara (Persero) Tbk. 2. Increasing the Human Resources Capacity and Competence of PT Bank Tabungan Negara (Persero) Tbk. 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	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"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Remuneration and Nominations
14.	October 27, 2020	<ol style="list-style-type: none"> 1. Review of the Appointment of the Director of Supervision of Sharia Business Units (UUS) 2. Inhouse Training Plan for the Board of Commissioners 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Nominations
15.	November 11, 2020	<ol style="list-style-type: none"> 1. Review and Study of Employee Disciplinary Policy and Sanctions 2. Benchmarking of Himbara Banks Employee Discipline Policies 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Remuneration and Nominations
16.	November 25, 2020	<ol style="list-style-type: none"> 1. Work Program for the Board of Commissioners in 2021 2. The reappointment of Mr. Eko Waluyo as a member of the Remuneration and Nomination Committee (ex officio) 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	Nominations
17.	December 02, 2020	<ol style="list-style-type: none"> 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. 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. 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Ahdi Jumhari Luddin • Armand B. Arief • Heru Budi Hartono • I Nengah Rentaya 	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.