

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:

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

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.