

### 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.