



## Implementation and Remuneration Procedure for the Board of Directors and Board of Commissioners

### Remuneration Policy of the Board of Commissioners and Directors

The preparation of the remuneration policy is inseparable from the Company's capabilities and is always based on a competitive, fair and risk-based basis that is in line with the directions and policies of the OJK. To keep remuneration competitive, the Company always performs benchmarking through surveys conducted by independent parties.

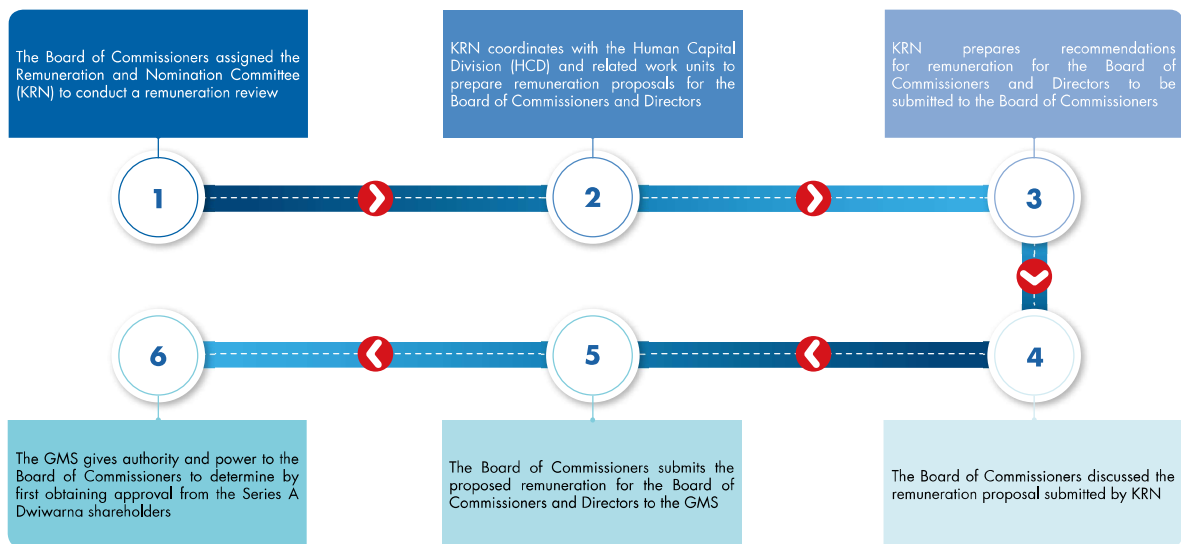
### Procedure for Determining The Remuneration for The Board of Directors and Board of Commissioners

The Company has issued Special Policy (KK) No.3-B dated 31 October 2023 concerning Remuneration. The coverage aspects of this policy include, among others, the objectives of implementing governance in providing remuneration, variable remuneration and material risk takers. The Company determines

remuneration for the Board of Commissioners and Directors referring to the provisions of the Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 dated 20 March 2023 concerning Organs and Human Resources of State-Owned Enterprises and the Decree of the Minister of State-Owned Enterprises Number SK-181 /MBU/07/2023 dated 4 July 2023 concerning Determination of the Income of the Directors, Board of Commissioners and Supervisory Board of State-Owned Enterprises in 2023, namely the amount of income of the Board of Commissioners and Directors is determined by the General Meeting of Shareholders (GMS).

The policy stipulated at the GMS is to grant authority and power to Series A Dwiwarna Shareholders to determine the amount of the bonus for the 2022 financial year, as well as determine the salary/honorarium, allowances, facilities and other incentives for the Board of Commissioners and Directors as well as granting authority and power to the Board of Commissioners by first obtaining written approval from the Series A Dwiwarna Shareholders to determine the amount of tantiem, salary/honorarium, allowances, facilities and other incentives for the Board of Directors.

The procedures for determining the remuneration for the Board of Commissioners and the Board of Directors are as follows:



The scope of the Company's remuneration policy has been adjusted to OJK Regulation No. 5/POJK.03/2015 and OJK Circular Letter No. 40/ SEOJK.03/2016 on the Implementation of Governance in Providing Remuneration for Commercial Banks, including:

1. The principle of prudence in remuneration is based on performance and risk.
2. Determination of Material Risk Taker (MRT) is categorized as follows:
  - a. Material Risk Takers (MRT) can be determined using qualitative methods according to the portion of responsibility that affects the main risk profile which will be determined in accordance with the risk profile evaluation determined by the Company every year.
  - b. Determination of the MRT category can also be conducted quantitatively through a comparison of variable remuneration between MRT and non-MRT employees with consideration of performance and also the risk level of the position in question.

3. The implementation of variable remuneration is in accordance with regulatory provisions regarding the application of remuneration for commercial banks.

### Indicators for Determining the Remuneration of the Board of Directors and Board of Commissioners

The Company refers to the Regulation of the Minister of State-Owned Enterprises Number PER-13/MBU/09/2021 concerning the Sixth Amendment to the Regulation of the Minister of State-Owned Enterprises No. PER-04/MBU/2014 on Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Body of State-Owned Enterprises in setting indicators for determining remuneration for the Board of Commissioners and Directors. Salary/honorarium for members of the Board of Directors and Board of Commissioners is determined based on the following factors:

1. Business scale factor
2. Business complexity factor
3. Inflation rate
4. Company's financial condition and capability
5. Other factors that are relevant, and may not conflict with laws and regulations
6. The composition of the Salary/Honorarium of the Board of Directors and the Board of Commissioners is determined as follows:

- a. The President Director's salary is determined using the internal guidelines set by the Minister.
- b. The Vice President Director's salary is 95% of the President Director's salary.
- c. The salary of other members of the Board of Directors is 85% of the President Director's salary.
- d. The Main Commissioner's honorarium is 45% of the President Director's salary.
- e. The honorarium for the Vice President Commissioner is 42.5% of the salary for the President Director.
- f. The honorarium for members of the Board of Commissioners is 90% of the President Commissioner's salary.

### Structure and Amount of Nominal/Remuneration for Each Director and Board of Commissioners

The remuneration structure showing the types and/or short-term, long-term and/or post-employment benefits is as follows:

1. Types of short-term remuneration consist of: Honorarium, Allowances (holidays, transportation), Facilities (health, legal aid) and Tantiem.
2. Types of long-term and/or post-employment remuneration consist of Post-Employment Insurance and can also be given long-term incentives (LTI) as well as Tantiem/work incentives, on which bonuses can be given in addition to long-term rewards (long-term incentives/LTI).

The remuneration components of the Board of Commissioners and Directors are as follows:



Based on Directors Regulation No. 02/PD/HCD/2017 concerning Income of Directors and Board of Commissioners, Implementation of Governance in Providing Remuneration, components of remuneration for the Board of Commissioners and Directors of Bank BTN are fixed and variable, namely:

1. Fixed remuneration is provided in the form of cash, which can be accompanied by non-cash payments.
2. Non-permanent remuneration is provided in the form of cash and shares or share-based instruments issued by the Company.

The remuneration and facilities received by each Board of Commissioners and Directors in 1 (one) year include the remuneration structure and details of nominal amounts, as in the table below:



No	Name	Position	Fees		Allowance		
			Salary/ Honorarium	Tantiem	Holiday Allowance	Retirement Insurance & BPJS Insurance	
1	Chandra Hamzah	President Commissioner/ Independent	√	√	√	√	
2	Iqbal Latanro	Vice President Commissioner/ Independent	√	√	√	√	
3	Andin Hadiyanto	Commissioner	√	√	√	√	
4	Ahdi Jumhari Luddin	Independent Commissioner**	√	√	√	√	
5	Sentot A. Sentausa	Independent Commissioner	√	√	√	√	
6	Armand B. Arief	Independent Commissioner	√	√	√	√	
7	Herry Trisaputra Zuna	Commissioner	√	√	√	√	
8	Himawan Arief Sugoto	Commissioner	√	√	√	√	
9	M. Yusuf Permana	Commissioner	√	-	√	√	
<b>NUMBER OF BOARD OF COMMISSIONERS</b>			<b>15.824.661.237</b>	<b>33.978.535.200</b>	<b>1.372.700.000</b>	<b>4.614.585.000</b>	
1	Nixon L. P. Napitupulu	President Director	√	√	√	√	
2	Oni Febriarto Rahardjo	Vice President Director	√	-	√	√	
3	Director of Consumers	Direktur Consumer	√	√	√	√	
4	Nofry Rony Poetra	Director of Finance	√	√	√	√	
5	Eko Waluyo	Director of Human Capital, Compliance and Legal	√	√	√	√	
6	Elisabeth Novie Riswanti	Director of Assets Management	√	√	√	√	
7	Andi Nirwoto	Director of IT & Digital	√	√	√	√	
8	Jasmin	Director of Distribution and Funding	√	√	√	√	
9	Setiyo Wibowo	Director of Risk Management	√	√	√	√	
10	Hakim Putratama	Director of Institutional Banking	√	-	√	√	
<b>NUMBER OF DIRECTORS</b>			<b>37.019.693.528</b>	<b>74.954.083.700</b>	<b>3.219.000.000</b>	<b>9.625.000.000</b>	
<b>NUMBER OF BOARD OF COMMISSIONERS AND DIRECTORS</b>			<b>52.844.354.765</b>	<b>108.932.618.900</b>	<b>4.591.700.000</b>	<b>14.239.585.000</b>	

\*)Given to officials who do not occupy official residences.

\*\*)Resigned from office on 12 August 2023 due to death.

