

- k. The Committee conducts regular review on the company talent management system, monitors, and evaluates its performance.
- l. The Committee evaluates the system and procedure of talent classification carried out by the Board of Directors.
- m. The Committee performs validation and calibration towards the talents selected by the Directors to the Board of Commissioners/ Supervisory Board to generate the list of talents that will be nominated by the Board of Commissioners/ Supervisory Board in the GMS or to the Minister.
- n. The Committee evaluates the candidates of the company representatives proposed as members of Board of Directors or Board of Commissioners of the subsidiary company before being submitted in the GMS or to the Minister.
- o. The Committee prepares a proposal of individual performance evaluation for members of the Board of Directors and/or Board of Commissioners/ Supervisory Board.
- p. The Committee evaluates the proposal from the Board of Directors regarding the company organization structure.
- q. The Committee accomplishes other Nomination-related duties from the Board of Commissioners.
- r. The members of the Committee are obliged to sign integrity pact containing statement and commitment to comply with all statutory provisions and principles of good corporate governance).

Remuneration and Nomination Committee Charter

In fulfilling their duties and responsibilities, the Remuneration and Nomination Committee refers to the Charter of Remuneration and Nomination Committee according to the Board of Commissioners Decree Number 07/KOM/BTN/2023 dated December 13, 2023 regarding the Guidelines and Code of Conduct for the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero) Tbk. Remuneration and Nomination Committee Work Guidelines and Rules aims to allow the Committee to work optimally and to ensure that the provisions recommendation for the remuneration and nomination of members of the Board of Commissioners, Board of Directors, Executives, Employees, and Human Capital policy is in accordance with the principles of Good Corporate Governance.

The Content of the Charter of Remuneration and Nomination Committee is as follows:

Chapter I	General Provision	Article 1	Definition
		Article 2	Purpose of Formation
Chapter II	Duty, Responsibility, and Authority of the Committee	Article 3	Committee's Tasks
		Article 4	Responsibilities
		Article 5	Authorities
Chapter III	Membership	Article 6	Composition and Structure
		Article 7	Membership Requirements
		Article 8	Term of Office

Chapter IV	Work Mechanism and Relationship	Article 9	Work Mechanism
		Article 10	Working Relationship
		Article 11	Supporting Staff
Chapter V	Work Plan and Implementation	Article 12	Work Plan and Budgeting
		Article 13	Committee Meetings
		Article 14	Reports
Chapter VI	Competence and Income Development	Article 15	Performance Evaluation
		Article 16	Competency Development
Chapter VII	Closing	Article 17	Committee Members' Remuneration
		Article 18	Conclusion

Authority of The Remuneration and Nomination Committee

The Committee holds the following authorities granted by the Board of Commissioners:

1. Reviewing, examining, analyzing, and giving opinions and recommendations within the coverage of their duty.
2. Requesting the Bank to survey and/or do benchmarking according to the needs of the Committee.
3. Requesting, researching, and obtaining necessary information from the Bank's internal and external parties.
4. Seeking and obtaining various information including necessary documents from:
 - a. Bank BTN (including Bank employees); and/or
 - b. Other relevant parties.
5. Being provided with inputs and/or suggestions from the Bank BTN's external parties in relation to their duties.
6. Performing direct communication with relevant parties related to the committee's duties.

Term of Office of The Remuneration and Nomination Committee

1. The term of office of the Committee members who holds concurrent position in the Board of Commissioners shall end accordingly once their position as member of the Board of Commissioners ends;
2. The term of office of the Committee members who is not a concurrent member of the Board of Commissioners is 3 (three) years at the maximum and is extendable for once within 2 (two) terms of office provided that the Board of Commissioners is still entitled to dismiss the respected Committee members at any time;
3. If a concurrent member of the Board of Commissioners holding a position as the chairman of the Committee releases his status as a member of the Board of Commissioners, the position of the Committee chairman must be replaced by another member of the Board of Commissioners within 30 (thirty) days at maximum.