



Remuneration and Nomination Committee

Remuneration and Nomination Committee is formed by and is responsible to the Board of Commissioners, whose task is to assist the Board of Commissioners in carrying out their duties. The Remuneration and Nomination Committee is one of the corporate organs, working together with the Human Capital Division and Learning Center Division as a tool owned by the Board of Directors for raising human capital as strategic assets and strategic partners, analyzing policies, monitoring the implementation of preparing prospective leaders that will be a role model, and providing meticulous attention to the implementation of good corporate governance, including policies and the amount of remuneration.

Legal Basis for Establishing the Remuneration and Nomination Committee

The Company establishes the Nomination and Remuneration Committee in accordance with the following Regulations, Provisions and Legislation:

1. OJK Regulation Number 12 of 2023 concerning Sharia Business Units.
2. Bank Indonesia Regulation No. 11/33/PBI/2009 dated December 7, 2009, regarding the Implementation of Good Corporate Governance for Sharia Commercial Banks and Sharia Business Units.
3. OJK Regulation No. 33/POJK.04/2014 dated December 1, 2014, regarding the Board of Directors and Board of Commissioners of Issuers or Public Companies.
4. OJK Regulation No. 34/POJK.04/2014 dated December 8, 2014, regarding the Nomination and Remuneration Committee of Issuers or Public Companies.
5. OJK Regulation No. 45/POJK.03/2015 dated December 23, 2015, regarding the Implementation of Governance in Providing Remuneration for Commercial Banks.
6. OJK Circular Letter No. 40/SEOJK.03/2016 dated September 26, 2016, regarding the Implementation of Governance in Providing Remuneration for Commercial Banks.
7. OJK Regulation No. 59/POJK.03/2017 dated December 18, 2017, regarding the Implementation of Governance in Providing Remuneration for Sharia Commercial Banks and Sharia Business Units.
8. OJK Regulation No. 17 of 2023 dated September 14, 2023, regarding the Implementation of Governance for Commercial Banks.
10. Regulation of the State Minister for State-Owned Enterprises No. PER-06/MBU/04/2021 dated April 13, 2021 concerning the change of the Regulation of the State Minister for State-Owned Enterprises No. PER-12/MBU/2012 concerning the Supporting Organs of the SOEs' Board of Commissioners/Board of Trustees.

11. Regulation of the State Minister for State-Owned Enterprises No. PER-14/MBU/10/2021 dated October 29, 2021 concerning the second change of Regulation of the State Minister for State-Owned Enterprises No. PER-12/MBU/2012 concerning the supporting Organs of the SOEs' Board of Directors/Board of Commissioners.
12. Decree of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 dated March 24, 2023, regarding Special Assignments and Corporate Social and Environmental Responsibility Programs of State-Owned Enterprises..
13. Decree of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 24, 2023, regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
14. Decree of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 dated March 24, 2023, regarding the Organization and Human Resources of State-Owned Enterprises.
15. Articles of Association of PT Bank Tabungan Negara (Persero) Tbk for the Year 2023.
16. Decision of the Board of Commissioners No. 05/KOM/BTN/2023 dated December 13, 2023, regarding the Guidelines and Code of Conduct for the Board of Commissioners.
17. Joint Decision of the Board of Commissioners and the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk No. 01/DEKOM-BTN/2021 – No. 01/DIR-BTN/2021 dated January 26, 2021, regarding the Working Relationship between the Board of Commissioners and the Board of Directors of PT Bank Tabungan Negara (Persero) Tbk..
18. Decision of the Board of Commissioners No. 07/KOM/BTN/2023 dated December 13, 2023, regarding the Guidelines and Code of Conduct for Remuneration and Nomination.

Duties and Responsibilities of Remuneration and Nomination Committee

In accomplishing its main duties, the Committee is responsible to the Board of Commissioners for the following detailed responsibilities:

1. The duties of the Committee regarding remuneration are:
 - a. The Committee provides recommendation to the Board of Commissioners related to:
 - Structure of remuneration.
 - Policy regarding remuneration.
 - Rate of remuneration.
 - b. The Committee assists the Board of Commissioners to assess the appropriateness between working performance and remuneration received by each member of Board of Directors and/or Board of Commissioners.
 - c. In completing the remuneration-related duties, it is obliged for the Committee to do the following procedure:

- Formulating the structure, policy, and rate of remuneration for members of Board of Directors and/or Board of Commissionaires; and
 - Formulating structure, policy, and remuneration for members of Sharia Supervisory Board (DPS).
- d. The said remuneration structure may be in the form of fixed and/or variable salary, honorarium, incentive, or allowance.
- e. The drafting of structure, policy, and rate of remuneration has to consider the following aspects:
- The relevance of remuneration applied to industries to the Bank's business activities and business scale.
 - Duty, responsibility, and authority of members of the Board of Directors and/or Board of Commissionaires associated with the Bank's goal achievement and performance.
 - The target of performance or the performance of each member of the Board of Directors and/or Board of Commissionaires.
 - Balance between the fixed and the variable allowance.
- f. The Committee evaluates remuneration-related policy which is based on performance, risk, fairness with peer groups, target, Company's long-term strategy, reserve fulfillment as regulated in the constitution, and the Company's future income potential.
- g. The Committee delivers the result of the evaluation and recommendation to the Board of Commissionaires regarding:
- Remuneration policy for the Board of Directors, Board of Commissionaires, and Sharia Supervisory Board to be delivered in the General Meeting of Shareholders (GMS).
 - Overall remuneration for employees to be submitted to the Board of Directors.
- h. The Committee carries out regular evaluation for at least once a year regarding the structure, policy, and rate of remuneration.
- i. The Committee formulates and evaluates the payroll and allowance system of the members of Board of Commissionaires, and provides recommendation related to:
- Assessment of the system;
 - Available options, one of which is stock option;
 - Retirement System, Pension; and
 - Compensation System and other benefits of employee reduction.
- j. The Committee accomplishes other remuneration-related duties from the Board of Commissionaires.
2. The duties of the Committee regarding Nomination are:
- a. The Committee provides recommendation to the Board of Commissioners regarding the following matters:
- Nomination of Director candidates referring to the Company's strategy;
 - Composition of members of the Board of Directors and/or Board of Commissioners;
 - Required policy and criteria for Nomination process;
 - Performance evaluation policy for members of the Board of Directors and/or Board of Commissioners; and
 - Proposal for appointment and/or replacement of members of Sharia Supervisory Board to be submitted in the GMS.
- b. The Committee assists the Board of Commissioners to conduct performance assessment of members of the Board of Directors and/or Board of Commissioners by referring to the valid parameters as an evaluation material.
- c. The Committee offers recommendation to the Board of Commissioners concerning competency development program for members of the Board of Directors and/or Board of Commissioners.
- d. The Committee recommends proposed candidates who are eligible to be appointed as members of the Board of Directors and/or Board of Commissioners to the Board of Commissioners to be submitted in the GMS.
- e. In accomplishing its Nomination function, the Committee is obliged to complete the following procedures:
- Formulating the composition and process of nomination for members of the Board of Directors and/or Board of Commissioners.
 - Formulating necessary policy and criteria for the Nomination process of the candidates of the Board of Directors and/or Board of Commissioners.
 - Assisting the evaluation of the performance of members of the Board of Directors and/or Board of Commissioners.
 - Formulating competency development program for members of the Board of Directors and/or Board of Commissioners.
 - Reviewing and proposing qualified member candidates of the Board of Directors and/or Board of Commissioners to the Board of Commissioners to be submitted in the GMS.
- f. The Committee formulates, implements, and analyzes criteria and procedure of nomination for the candidates of Sharia Supervisory Board.
- g. The Committee monitors and analyzes criteria and procedure of nomination for other executives, one level under the Board of Directors.
- h. The Committee offers recommendation of election criteria and procedure, composition of position, and appointment and/or replacement of members of the Board of Directors, Board of Commissioners, and Sharia Supervisory Board.
- i. The Committee formulates performance assessment system for members of the Board of Commissioners and the Board of Directors.
- j. The Committee reviews the policy of human resource management system and development starting from recruitment, assessment, competency development, evaluation, promotion, demotion, termination, succession, selection, and others.

- 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 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.

Structure, Membership, and Expertise of The Remuneration and Nomination Committee

The composition of Remuneration and Nomination Committee should at least have 1 (one) Independent Commissioner, 1 (one) Commissioner, and 1 (one) Executive who supervises human resources or 1 (one) employee representative. The Committee is led by the Independent Commissioner.

If the Remuneration and Nomination Committee has more than 3 (three) personnel, there should be at least 2 (two) Independent Commissioners. When necessary, the Remuneration and Nomination Committee may appoint independent members from an outside Bank BTN.

Members of the Remuneration and Nomination Committee are appointed by the Board of Directors by referring to the decision made in the meeting of the Board of Commissioners. The Executives or representatives of the Remuneration Committee members must be knowledgeable about the Bank's remuneration system, nomination system, and succession plan.

Members of the Committee are appointed and dismissed based on the decision made in the meeting of the Board of Commissioners. The decision has to be followed-up by the Board of Directors by issuing letter of appointment/ dismissal. The respected decision shall be documented. The chairman of the Committee can only hold concurrent positions as the chairman of the committee for 1 (one) other Committee at the maximum.

Table of the Remuneration and Nomination Committee's Structure, Membership, and Expertise

Name	Position	Information	Expertise	Basis of Appointment
Chandra M. Hamzah	Chairman concurrently Member	President Commissioner/ Independent	<i>Law, Finance, Risk Management, and People Management</i>	Board of Commissioners Letter No. 03/ KOM/BTN/1/2020 dated January 8, 2020
Iqbal Latanro	Member	Vice President Commissioner/ Independent	<i>Law, Finance, Risk Management, and People Management</i>	Decision of the Board of Commissioners No. 03/ KOM/BTN/IV/2021 dated April 1, 2021
Ahdi Jumhari Luddin ¹	Member	Independent Commissioner	Banking, Compliance and Risk Management	Board of Commissioners Letter No. 03/ KOM/BTN/1/2020 dated January 8, 2020
Armand B. Arief	Member	Independent Commissioner	<i>Banking, Risk Management, Business Management and People Management</i>	Board of Commissioners Letter No. 03/ KOM/BTN/1/2020 dated January 8, 2020
Sentot A. Sentausa	Member	Independent Commissioner	Banking, Compliance and Risk Management	Decision of the Board of Commissioners No. 08/ KOM/BTN/2022 dated October 13, 2022
Andin Hadiyanto	Member	Commissioner	Banking, Compliance, Risk Management and Business Administration	Board of Commissioners Letter No. 03/ KOM/BTN/1/2020 dated January 8, 2020
Herry Trisaputra Zuna	Member	Commissioner	Macroeconomics, Risk Management, and Business Administration	Decision of the Board of Commissioners No. 08/ KOM/BTN/2022 dated October 13, 2022
Himawan Arief Sugoto	Member	Commissioner	Management and Business, Risk Management, Finance, Agrarian and Spatial Planning	Decision of the Board of Commissioners No. 08/ KOM/BTN/2022 dated October 13, 2022.
Mohamad Yusuf Permana ²	Member	Commissioner	<i>Banking, Macroeconomics, Risk Management and People Management</i>	Decision of the Board of Commissioners No. 04/ KOM/BTN/2023 dated January 18, 2023
Moch. Amin Nurdin	Member	Independent Party	<i>Human Capital, Finance, and Corporate Relation</i>	Directors Decree of PT Bank Tabungan Negara (Persero) Tbk. No. 1003/ DIR/2021 Regarding the Appointment of Mr. Moch. Amin Nurdin as a Member of the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero) Tbk
Rahmayati	Ex. Officio Member	Executive Officer in charge of Human Resources	<i>Human Capital, Finance, and Corporate Relation</i>	Decision of the Board of Commissioners No. 08/ KOM/BTN/2022 dated October 13, 2022

Information:

- ¹ His term of office as a member of the Remuneration and Nomination Committee ended automatically due to his death on 12 August 2023
- ² Passed the Capability and Proper Test by OJK on 07 June 2023



The profile of the Remuneration and Nomination Committee as of December 31, 2023 is as follows.

<p>Chandra M. Hamzah Head of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as Chairman concurrent member of the Remuneration and Nomination Committee starts on November 27, 2019 – November 26, 2024</p>	<p>Andin Hadiyanto Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on November 27, 2019 –November 26, 2024.</p>
<p>Iqbal Latano Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on March 10, 2021 –November 26, 2026.</p>	<p>Herry Trisaputra Zuna Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on March 02, 2022 –March 01, 2027</p>
<p>Armand B. Arief Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on November 27, 2019 –November 26, 2024.</p>	<p>Himawan Arief Sugoto Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on March 02, 2022 –March 01, 2027</p>
<p>Sentot A. Sentausa Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on March 02, 2022 –March 01, 2027.</p>	<p>Mohamad Yusuf Permama Member of the Remuneration and Nomination Committee</p>	<p>Profile is available in the Profile of the Board of Commissioners section. His tenure as a member of the Remuneration and Nomination Committee starts on January 11, 2023 – January 10, 2028</p>



MOCH. AMIN NURDIN

Member of the Remuneration and Nomination Committee

Indonesian citizen, 50 years old, domiciled in Bekasi, West Java.



■ Educational background

- Bachelor (S1) of Business Administration, Universitas Diponegoro Semarang, Semarang (1997).
- Master (S2) of Marketing, PPM Graduate School of Management, Jakarta (2006).
- Master (S2) of Human Resource Management, Universitas Mercu Buana, Jakarta (2019).



■ Position History

- Jakarta Area Head, Bank CIMB Niaga, 2008
- Senior Faculty, LPPI, Indonesian Banking Development Institute, 2018
- Head of Marketing and Training Division 1, LPPI, 2020
- Head of LPK LPPI, Indonesian Banking Development Institute, 2020
- Head of Bank Training Division, Indonesian Banking Development Institute, 2022 - present



■ Period of Office

The First Period with Term of Office: November 30, 2021 – November 29, 2024



■ Basis of Appointment

Decree of Board of Directors of PT Bank Tabungan Negara (Persero) Tbk. Number: 1003/ DIR/2021 regarding the Appointment of Sdr. Moch. Amin Nurdin as a Member of the Remuneration and Nomination Committee



■ Concurrent Position

Head of Bank Training Division, Indonesian Banking Development Institute, 2022 to. At the moment



■ Certification

- Certified Audit Committee Practices, 2023
- Certified Human Resources Analyst, 2018
- Certified Trainer for General Banking Level 1,2,3 year 2014
- Certified General Banking Level 2 (Branch Manager and BOD-2), 2016
- Certified Trainer for BPR/BPRS Leader (BOD/BOC), 2013
- Certified Trainer for Risk Management Level 1, 2012

**RAHMAYATI****Member of the Remuneration and Nomination Committee**

Indonesian citizen, 50 years old, domiciled in East Jakarta, DKI Jakarta

**Educational History**

- Masters (S-2) Business Administration from the Bandung Institute of Technology in 2012
- Bachelor (S-1) in Civil Engineering from Hasanuddin University in 1996

**Work experience**

- School of Business & Sharia Banking DH, Sharia Business Division (29 Januari 2019 - 28 February 2021)
- Sharia Business Deputy, Sharia Business Division (1 April 2021 - 30 November 2021)
- Sharia Funding & Treasury Deputy, Sharia Business Division (1 December 2021 - 13 February 2022)
- PJ Human Capital Management Division Head, Human Capital Management Division (14 February 2022 - 30 September 2022)
- Human Capital Management Division Head, Human Capital Management Division (01 October 2022 - Present)

**Period of Office**

First Period with Term of Office: 17 March 2022 - 16 March 2025

**Legal Basis for Appointment**

Board of Commissioners Decree Number 08/KOM/BTN/2022 dated October 13, 2022

**Concurrent Position**

Human Capital Management Division Head, Human Capital Management Division, 01 October 2022 - Present

**Certification**

- Certified Human Resources Manager (2023)
- Level 3 Risk Management Certification Refreshment (2022)
- Basic Knowledge Certification in the Field of Pension Funds (2022)
- PSAK 24 Training (2022)
- Professional Coach Certification Program (2021)
- Basic Level Treasury Certification (2021)
- 4DX : Managers Implementation (2020)
- Certified Professional Human Resources (2019)

Independency of The Remuneration and Nomination Committee**Table of Independence of the Remuneration and Nomination Committee**

Aspect of Independency	Chandra M. Hamzah	Iqbal Latanro	Ahdi Jumhari Luddin ¹	Armand B. Arief	Sentot A. Sentausa	Andin Hadiyanto	Herry Trisaputra Zuna	Himawan Arief Sugoto	Mohamad Yusuf Permana ²	Moch. Amin Nurdin	Rahmayati
Not having financial association with the Board of Commissioners and Directors	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Not having management association in the company, subsidiary company, or affiliated company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Aspect of Independency	Chandra M. Hamzah	Iqbal Latanro	Ahdi Jumhari Luddin ¹	Armand B. Arief	Sentot A. Sentausa	Andin Hadiyanto	Herry Trisaputra Zuna	Himawan Arief Sugoto	Mohamad Yusuf Permana ²	Moch. Amin Nurdin	Rahmayati
Not having association of share ownership more than or equal to 5% (five-percent) in the Company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Not having familial relationship with the Board of Commissioners, Directors, and/or fellow members of the Risk Monitoring Committee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Not serving as administrators of political parties, public officials and government	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Training and/or Competency Development of The Remuneration and Nomination Committee In2023

Name	Position	Types of Training and Development Materials Competency / Training	Time and place Implementation	Organizer
Chandra M. Hamzah	Chairman concurrently Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Iqbal Latanro	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Ahdi Jumhari Luddin ¹	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Armand B. Arief	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Sentot A. Sentausa	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Andin Hadiyanto	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Herry Trisaputra Zuna	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Himawan Arief Sugoto	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Mohamad Yusuf Permana ²	Member	Education and/or Competency Enhancement can be observed in the Education and/or Competency Enhancement section of the Board of Commissioners.		
Moch. Amin Nurdin	Member	Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		Certification Audit Committee Practices Batch 36	November 28 – 30, 2023 at Sahid Jaya Hotel	IKAI
		2023 National Audit Committee Conference	October 25, 2023 at Sahid Jaya Hotel	IKAI
Rahmayati	Ex. Officio Member	Expert Talk Session - The Future of Competitive Strategy For Great Business Transformation	March 4 2023 at Park Hyatt Hotel Jakarta	Markplus
		Workshop Team HCCL 2023	10 – 11 March 2023 at Royal Tulip Gunung Geulis Bogor	BTN



Name	Position	Types of Training and Development Materials Competency / Training	Time and place Implementation	Organizer
		Leadership Forum "Envisioning Culture For Leader"	12 – 13 May 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		Pension Fund Seminar	July 20 2023 at the BTN Jakarta Learning Center	BTN
		Certified Human Resources Manager	September 30 2023 at the BTN Jakarta Learning Center	Human Resource Management Professional Certification Body (LSP-MSDM)

Information:

- 1 The term of office as a member of the Remuneration and Nomination Committee ended automatically due to the demise on August 12, 2023
- 2 Passed the Assessment of Competence and Suitability by OJK on June 7, 2023

The Remuneration and Nomination Committee's Meeting

Meeting is conducted by at least fulfilling the minimum requirement from the Board of Commissioners stipulated in the Company's Articles of Association. The meeting quorum is attended by minimum of 51% (fifty-one percent) of the Committee members either physically or proxied by other means. The meeting of the Remuneration and Nomination Committee is considered legitimate if attended by at least 51% (fifty-one percent) of total Committee members including 1 (one) Independent Commissioner and 1 (one) Independent Party.

If members of the Board of Commissioners are unable to physically attend the meeting, they may attend through the power of attorney, teleconferences, and other methods in accordance with the legal procedure and constitution.

Meeting is chaired by the Chairman of the Committee or a member appointed by the attending members if the Chairman of the Committee is not present. The decision of the Committee meeting is made based on deliberation and consensus. When consensus is not reached, decision-making is done under one man one vote principle.

The Committee meeting result shall be documented in the Minutes of Meeting signed by all Committee members present, well-documented, and submitted to the Board of Commissioners. The Minutes contain information about time and place of the meeting, meeting agenda, topic of discussion, dissension (if any), and meeting decision. Dissenting opinion taking place during the meeting must be clearly recorded in the minute along with the underlying reasons.

The Committee is allowed to conduct special meeting if necessary. The Committee's meeting may invite the management or other parties as resource person. Meeting is held by invitation and with preceding approved agenda, and the meeting outcome has to be recorded in the Minutes of Meeting. The original document shall be owned by the Committee, and the carbon copy is sent to the Secretary of the Board of Commissioners, and if necessary, can be shared to the absent participants.

The decision made in the meeting is declared legitimate and binding if attended by at least 51% (fifty-one percent) of the total Committee members including the Independent Commissioner and Executives who supervise human resources.

THE REMUNERATION AND NOMINATION COMMITTEE'S MEETING AGENDA

Table of the Remuneration and Nomination Committee's Meeting Agenda

No.	Meeting Date	Meeting agenda	Meeting participants
1.	January 11, 2023	<ol style="list-style-type: none"> 1. Changes in the Directorate's Key Performance Indicator (KPI) in 2022, PT Bank Tabungan Negara (Persero) Tbk. 2. Assessment Candidates for Members of the Board of Commissioners of PT Bank Tabungan Negara (Persero) Tbk 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdi Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Moch. Amin Nurdin

No.	Meeting Date	Meeting agenda	Meeting participants
2.	February 15, 2023	The Interview Result Discussion of Candidates for the Audit Committee Members	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdh Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana as an observer) • Moch. Amin Nurdin
3.	February 22, 2023	<ol style="list-style-type: none"> 1. The Discussion of Phase II Audit Committee Candidate Interview Results; 2. The Selection of Nominated Talent BoD-1; and 3. Recommendations for the Extension of the SEVP Wholesale Banking Employment Contract. 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdh Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana as an observer)) • Moch. Amin Nurdin
4.	February 27, 2023	The Evaluation of the Existing BoD Nominated Talent	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdh Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (as an observer) • Moch. Amin Nurdin
5.	March 1, 2023	<ol style="list-style-type: none"> 1. The Proposal of Remuneration for the Board of Commissioners, Directors, and Sharia Supervisory Board for 2023 and Tantiem for the Board of Commissioners and Directors for the 2023 Financial Year; 2. Recommendations of Candidates for the Audit Committee Members; 3. Recommendations for the Existing BoD Nominated Talent; 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdh Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (as an observer) • Moch. Amin Nurdin
6.	March 15, 2023	<ol style="list-style-type: none"> 1. Recommendations for the Changes of Composition of the Sharia Supervisory Board 2. Recommendations of Candidates for the Company Management 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (as an observer) • Moch. Amin Nurdin
7.	April 5, 2023	<ol style="list-style-type: none"> 1. Reviewing Proposal for the Changes of the Corporate Secretary 2. Recommendations for the Changes of the Head Office Organizational Structure 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (as an observer) • Moch. Amin Nurdin • Rahmayati



No.	Meeting Date	Meeting agenda	Meeting participants
8.	April 12, 2023	Recommendation for Approval of the Change of Corporate Secretary	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (sebagai pengamat) • Moch. Amin Nurdin • Rahmayati
9.	May 17, 2023	Recommendations for determining KPI Directors collegially and PMN KPI in 2023	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (sebagai pengamat) • Moch. Amin Nurdin • Rahmayati
10.	May 24, 2023	Recommendations for Changes of the Organizational Structure of CRSD Headquarters, CAMD 1 and CAMD 2	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana (sebagai pengamat) • Moch. Amin Nurdin • Rahmayati
11.	June 07, 2023	Recommendations of Candidates for Sharia Supervisory Board (DPS) Members of the Sharia Business Unit, PT Bank Tabungan Negara (Persero) Tbk	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
12.	June 14, 2023	In-depth Investigation of Recommendations of Candidates for Sharia Supervisory Board (DPS) Sharia Business Unit, PT Bank Tabungan Negara (Persero) Tbk	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
13.	July 05, 2023	Discussion on Determining the Income of Directors and Board of Commissioners in 2023	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Ahdi Jumhari Luddin • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin

No.	Meeting Date	Meeting agenda	Meeting participants
15.	August 21, 2023	Progress on Special Policies of Income for Directors, Board of Commissioners, and Supporting Organs for the Board of Commissioners.	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
16.	October 11, 2023	<ol style="list-style-type: none"> 1. Evaluation of the Performance of the Secretary and Secretariat Staff of the Board of Commissioners 2. Update on the Preparation of the Key Performance Indicators (KPI) Assessment Format for Individual Members of the Board of Commissioners and Supporting Organ Committees of the Board of Commissioners 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
17.	October 18, 2023	Performance Assessment of the Secretary and Secretariat Staff of the Board of Commissioners	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
18	November 01, 2023	<ol style="list-style-type: none"> 1. Approval of the Concurrent Positions of the Directors of PT Bank Tabungan Negara (Persero) Tbk 2. Approval of the Addition of the Human Capital Business Partner Division to the Organizational Structure of PT Bank Tabungan Negara (Persero) Tbk Head Office 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
19.	November 8, 2023	Update on the Discussion on Approval of Concurrent Positions of Directors of PT Bank Tabungan Negara (Persero) Tbk	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
20.	November 21, 2023	Discussion of the Tantiem Budget for the Directors and Board of Commissioners of PT Bank Tabungan Negara (Persero) Tbk in the 2024 Company Work, Plan & Budget (RKAP)	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati
21.	November 29, 2023	<ol style="list-style-type: none"> 1. Appointment of Members of the Sharia Supervisory Board (DPS) of the Sharia Business Unit (UUS), PT Bank Tabungan Negara (Persero) Tbk; and 2. Determination of Remuneration for the Sharia Supervisory Board (DPS) of the Sharia Business Unit (UUS), PT Bank Tabungan Negara (Persero) Tbk 	<ul style="list-style-type: none"> • Chandra M. Hamzah • Iqbal Latanro • Armand B. Arief • Andin Hadiyanto • Sentot A. Sentausa • Herry Trisaputra Zuna • Himawan Arief Sugoto • Mohamad Yusuf Permana • Moch. Amin Nurdin • Rahmayati



No.	Meeting Date	Meeting agenda	Meeting participants
22.	December 06, 2023	Performance Assessment of the Board of Commissioners' Supporting Organ Committees	<ul style="list-style-type: none"> Chandra M. Hamzah Iqbal Latanro Armand B. Arief Andin Hadiyanto Sentot A. Sentausa Herry Trisaputra Zuna Himawan Arief Sugoto Mohamad Yusuf Permana Moch. Amin Nurdin Rahmayati
23.	December 13, 2023	<ol style="list-style-type: none"> Work Guidelines and Manual for the Board of Commissioners of PT Bank Tabungan Negara (Persero) Tbk. Work Guidelines and Manual for the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero) Tbk. Work Program for the Board of Commissioners of PT Bank Tabungan Negara (Persero) Tbk for 2024 Work Program of PT Bank Tabungan Negara (Persero) Tbk Remuneration and Nomination Committee in 2024 Guidelines for the Work Relation Pattern of the Board of Commissioners and Directors 	<ul style="list-style-type: none"> Chandra M. Hamzah Iqbal Latanro Armand B. Arief Andin Hadiyanto Sentot A. Sentausa Herry Trisaputra Zuna Himawan Arief Sugoto Mohamad Yusuf Permana Moch. Amin Nurdin Rahmayati

MEETING FREQUENCY AND ATTENDANCE LEVEL OF THE REMUNERATION AND NOMINATION COMMITTEE

Table of Meeting Attendance Level of the Remuneration and Nomination Committee

Name	Position	Meeting of Remuneration and Nomination Committee		
		Total and Percentage of Attendance		
		Total Meeting	Total Attendance	Percentage
Chandra M. Hamzah	Chairman concurrently Member	23	23	100%
Iqbal Latanro	Member	23	23	100%
Ahdi Jumhari Luddin ¹	Member	6	6	100%
Armand B. Arief	Member	23	23	100%
Sentot A. Sentausa	Member	23	23	100%
Andin Hadiyanto	Member	23	23	100%
Herry Trisaputra Zuna	Member	23	23	100%
Himawan Arief Sugoto	Member	23	23	100%
Mohamad Yusuf Permana ²	Member	13	13	100%
Moch. Amin Nurdin	Member	23	23	100%
Rahmayati	Ex-Officio Member	23	16	69,6%

Information:

¹ The presence of Mr. Ahdi Jumhari Luddin at the meeting due to health conditions until the person concerned died on August 12 2023

² Passing the Fit and Proper Test by FSA on June 07, 2023.

Work Plan and The Implementation of Duties of The Remuneration and Nomiination Committee In 2023

No	Work plan	Implementation	Information
I Reguler			
1.	Reviewing Educational Agenda Plan of 2023	Not Accomplished	Bank Indonesia DIR Decree No. 31/310/KEP/DIR of 1999 concerning the Provision of Funds for the Development of Human Resources for Commercial Banks was declared to be revoked and invalid, so that the review of the 2023 Education Activity Plan did not go through a decision of the Board of Commissioners
2.	Validating Proposed Selected Talent BOD-1 Bank BTN	Accomplished	-
3.	Making Recommendation and Assessing BOC and BOD member Candidates for Fit & Proper Test regarding AGMS or EGMS Implementation	Accomplished	-
4.	Reviewing Company Work Plan and Budget (RKAP) and Bank Business Plans (RBB)	Accomplished	-

No	Work plan	Implementation	Information
5.	Reviewing Sustainable Finance Action Plan (SFAP)	Accomplished	-
6.	Reviewing Collegial KPI and Individual BOD	Accomplished	-
7.	Determining Income for the Board of Directors, Commissioners, and Supervisory	Accomplished	-
8.	Determining the Amount of Tantiem, Bonus, and other incentives related to BOD and BOC	Accomplished	-
9.	Planning Work Program of the Board of Commissioners	Accomplished	-
10.	Reporting Self Assessment of GCG	Accomplished	-
11.	Reporting of the Remuneration and Nomination Committee	Accomplished	-
II Non-Reguler			
12.	Evaluating Policy /SOP Human Capital, Strategy, dan Learning	Accomplished	-
13.	Evaluating Policy /Implementation of Central Outsourcing SOP	Accomplished	-
14.	Performing the Appointment of Corporate Secretary Divison Head and Internal Audit Divison Head	Accomplished	-
15.	Performing the Appointment of SEVP for some positions according to the new Organization structure	Accomplished	-
III Monitoring the Implementation of the Committee Recommendation			
16.	Communicating with the Unit of Human Resource	Accomplished	-
IV Special Tasks and Others			
17.	Conducting the Remuneration and Nomination Committee Meeting	Accomplished	-
18.	Performing Other Duties Assigned by the Chairman of the Committee/ Board of the Commissioners	Accomplished	-

Policy on the Succession Plan of The Board of Directors

In assisting the implementation of the duties of the Board of Commissioners regarding the succession of the President Director and other members of the Board of Directors in accordance with the Minister of State-Owned Enterprises Regulation No. 3 of 2023 concerning Organs and Human Resources of State-Owned Enterprises, the Remuneration and Nomination Committee implements the mechanism for the process of submitting nominated talent as candidates for BUMN Directors, namely:

1. Selected Talent

Determination of Selected Talent BoD-1 is carried out through Directors' Meetings at each BUMN.

2. Nominated Talent

Review and Determination of BoD-1 Nominated Talent by the respective BUMN Board of Commissioners through the Remuneration and Nomination Committee.

3. Nominated Talent Cluster

Nominated Talent will be validated and calibrated by the Cluster Talent Committee (CTC) to become Eligible Talent.

4. Eligible Talent

Nominated Talent Clusters will be background checked by KBUMN through the KBUMN Deputy for Human Resources & Information Technology (SDMTI) to become Eligible Talent.

5. Qualified Talent

Eligible Talent will undergo an Assessment at the Assessment Center appointed by the Ministry of BUMN and then become Qualified Talent.

In preparing candidates or successors for the Company's Directors, various Company talent developments are carried out, especially BOD-1, BOD-2 and Women Talent and Millennial Talent to increase Readiness Level and prepare them to become Nominated Talent, including through programs:



The sources of Selected Talent and Nominated Talent from SOE are BOD-1 from SOE or SOE Subsidiaries which contribute significantly and have strategic value or BOD-1 from SOE or SOE Subsidiaries which is applied the same as SOE in accordance with the Law.

1. Expert Talk Session
2. Project Assignment
3. Cross mentoring
4. Roundtable Mentorship
5. SESPIBANK
6. Asesmen Orientation Day

Meanwhile, in the process of searching for BOD-1 Talent from external sources in 2023, where they will also be prepared to become candidates for the Company's Directors (BOD) through a mechanism for developing and proposing nominated talents, the Company uses the services of a professional search company/ head hunter, namely PT Daya Dimensi Indonesia (DDI).

Risk Monitoring Committee

The Risk Monitoring Committee is a Supporting Organ formed by and responsible to the Board of Commissioners whose task is to assist the Board of Commissioners in evaluating the suitability of the Risk Management Policy with the implementation of that policy and monitoring as well as evaluating the implementation of the duties of the Risk Management Committee and the Risk Management Work Unit.

The purpose of establishing the Committee is to assist and support the implementation of the duties and responsibilities of the Board of Commissioners in ensuring the implementation of supervision and providing advice to the Board of Directors as well as compliance with statutory regulations and the Company's internal regulations related to:

1. Implementating a strong function of risk management supervision;
2. Developing a risk management culture in order to reduce the possibility of unethical banking practices occurring; and
3. Identified matters related to risk management that require the attention of the Board of Commissioners.

Legal Basis for Establishing the Risk Monitoring Committee

The Company establishes Risk Monitoring Committee under the following legal bases:

1. OJK Regulation No 17 of 2023 dated September 14, 2023 concerning the Implementation of Governance for Commercial Banks.

2. OJK Circular Letter No. 13/SEOJK.03/2017 dated March 17, 2017 on the Implementation of Governance for General Bank.
3. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 24, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
4. Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 dated March 24, 2023 concerning Organs and Human Resources of State-Owned Enterprises;
5. Decree of the Deputy for Finance and Risk Management of the Ministry of State-Owned Enterprises No. SK-3/DKU.MBU/05/2023 concerning Technical Instructions for the Composition and Qualifications of Risk Management Organs within State-Owned Enterprises.
6. Company's Articles of Association.

Duties and Responsibilities of the Risk Monitoring Committee

Referring to the Risk Monitoring Committee Charter, duties and responsibilities of Risk Monitoring Committee are as follows:

1. Collecting and evaluating information, clarifications, and documents and/or reports related to risk management implementation.
2. Evaluating the conformity between the Bank policy and implementation of risk management.
3. Monitoring and evaluating the duty accomplishment of the Risk Management Committee and working unit of risk management.
4. Monitoring the adequacy of identification process, measurement, monitoring, control, and information system of risk management.
5. Encouraging the empowerment of the Bank's risk management function.
6. Reporting to the Board of Commissioners about the possibility of Bank risk and proposing a variety of solutions
7. Conducting risk monitoring in the working unit which is closely related to risk-based decision-making and cooperating with risk management work unit.
8. Reviewing, evaluating, and/or providing recommendation on matters which require approval, consultation, or decision making by the Board of Commissioners in accordance with the Articles of Association, Working Relationship of the Board of Commissioners and Directors, and regulator's decree.
9. Performing other duties assigned by the Board of Commissioners within the relevant scope of duties of risk management.