



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 • Ahdi 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 • Ahdi 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 • Ahdi 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 • Ahdi 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 Nomination 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	-