

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