



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	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓