



legislation and the Company's future revenue potential.

- d. Delivering evaluation results and recommendations to the Board of Commissioners regarding:
  - Remuneration policy for Directors and / or Board of Commissioners to be submitted to the GMS.
  - Remuneration Policy for Employees as a whole to be submitted to the Directors.
- e. Ensuring that the remuneration policy complies with applicable regulations.
- f. Conducting periodic evaluations of the implementation of remuneration policies.

## REMUNERATION AND NOMINATION COMMITTEE AUTHORITY

The Remuneration and Nomination Committee has the following authority:

1. Communicating with the Head of Work Unit and other parties in the Company to obtain information, clarification and request documents and reports that are needed.
2. Requesting the Company to conduct surveys according to the needs of the Remuneration and Nomination Committee.
3. Accessing records or information about employees, funds, assets and other company resources related to the implementation of their duties.
4. Obtaining input and or suggestions from outside parties of the Company relating to their duties.
5. Performing other authorities granted by the Board of Commissioners.

## REPORTS ON THE REMUNERATION AND NOMINATION COMMITTEE

The Remuneration and Nomination Committee must report the implementation of the duties, responsibilities and procedures of the Nomination and Remuneration that are carried out for each assignment given and / or for any problems identified that require the attention of the Board of Commissioners or at least 2 (two) times in 1 (one) year

## STRUCTURE, MEMBERSHIP AND EXPERTISE OF THE REMUNERATION AND NOMINATION COMMITTEE

The provisions for the membership of the Company's Remuneration and Nomination Committee are as follows:

1. The Remuneration and Nomination Committee consists of at least 3 (three) people with a composition of 1 (one) Independent Commissioner as Chair and member, 1 (one) Commissioner, and 1 (one) Executive Officer who is in charge of the Resources function.

Human or 1 (one) Representative officer (ex officio) as a non-voting member.

2. Human Resources or 1 (one) employee representative (ex officio) as a non-voting member.
3. The Executive Officer in charge of Human Resources or employee representatives who are members of the Committee must have knowledge of the Company's remuneration and / or nomination system and succession plan.
4. When there are more than 3 (three) members of the Remuneration and Nomination Committee, the members of the Independent Commissioners shall be no less than 2 (two) people.
5. If needed, the Remuneration and Nomination Committee can appoint members from parties outside the Company and must meet the following requirements:
  - a. The members have no affiliation with the Company, members of the Board of Directors, members of the Board of Commissioners, or the Company's Major Shareholders.
  - b. Having experience related to Nomination and / or Remuneration.
  - c. Not concurrently serving as another Committee member owned by the Company.
6. The Chairperson of the Remuneration and Nomination Committee may only hold concurrent positions as Chair of the Committee at most in 1 (one) other Committee.
7. Members of the Directors of the Company and other Banks are prohibited from becoming members of the Remuneration and Nomination Committee.
8. The replacement of members of the Remuneration and Nomination Committee that is not from the Board of Commissioners shall be made no later than 60 (sixty) days after the members of the Remuneration and Nomination Committee are no longer able to carry out their functions.
9. The Company is required to document the decision on the appointment and removal of members Remuneration and Nomination Committee.
10. The terms of office for Committee Members who are members of the Independent Party refer to the applicable laws and regulations.

During 2019, the membership composition of the Remuneration and Nomination Committee had changes which can be submitted as follows.

### PERIOD OF JANUARY 1- JUNE 28, 2019

The composition of the membership of the Remuneration and Nomination Committee for the period of January 1 - June 28, 2019 was appointed based on Directors Decree No. KEP.DIR / 041/2018 concerning the Determination of Membership of the Remuneration and Nomination Committee which was passed on May 16, 2018 is as follows:

### Table of Remuneration and Nomination Committee Structure, Membership and Expertise

Name	Position	Information	Expertise
Hartadi Agus Sarwono	Chairman concurrently member	President Commissioner / Independent Commissioner	Banking, Economic
Imam Apriyanto Putro	Member	Vice President Commissioner	Governance
Askolani	Member	Commissioner	Fiscal, Budget and Tax
Bangun Sarwito Kusmulyono	Member	Independent Commissioner	Finance, Banking
Goei Siauw Hong	Member	Independent Commissioner	Fiscal, Budget and Tax
Ardan Adiperdana	Member	Commissioner	Accounting, Audit
Makmur Keliat	Member	Independent Commissioner	Macroeconomic
R. Widyo Pramono	Member	Commissioner	Hukum
Putu Dewi Prasthiani	Secretary concurrently an Ex-Officio Member	Group Head of Human Capital Services	Human Capital, Learning Experience & Operations

#### PERIOD OF JUNE 28- SEPTEMBER 11, 2019

The composition of the membership of the Remuneration and Nomination Committee for the period June 28- September 11, 2019 has been appointed based on Directors Decree No. KEP.DIR / 039/2019 concerning the Determination of Membership of the Remuneration and Nomination Committee which was ratified on July 18, 2019 is as follows

### Table of Remuneration and Nomination Committee Structure, Membership and Expertise

Name	Position	Information	Expertise
Hartadi Agus Sarwono	Chairman concurrently member	President Commissioner / Independent Commissioner	Banking, Economic
Bangun Sarwito Kusmulyono	Chairman concurrently member	Independent Commissioner	Finance, Banking
Makmur Keliat	Member	Independent Commissioner	Macroeconomic
R. Widyo Pramono	Member	Commissioner	Legal
Steven A. Yudiyanto	Secretary concurrently an Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital

#### PERIOD OF SEPTEMBER 11- DECEMBER 12, 2019

The composition of the membership of the Remuneration and Nomination Committee for the period of September 11 - December 12, 2019 has been appointed based on Directors Decree No. KEP.DIR / 060/2019 concerning Determination of Membership of the Remuneration and Nomination Committee which was passed on September 20, 2019 is as follows:

### Table of Remuneration and Nomination Committee Structure, Membership and Expertise

Name	Position	Information	Expertise
Hartadi Agus Sarwono	Chairman concurrently member	President Commissioner / Independent Commissioner	Banking, Economic
Bangun Sarwito Kusmulyono	Chairman concurrently member	Independent Commissioner	Finance, Banking
Makmur Keliat	Member	Independent Commissioner	Macroeconomic
R. Widyo Pramono	Member	Commissioner	Legal
Indri K. Hidayat	Member	Independent Party	Human Capital, Banking
Steven A. Yudiyanto	Secretary concurrently an Ex-Officio Member	Group Head of Human Capital Strategy & Talent Management	Human Capital

#### PERIOD OF DECEMBER 12 -31, 2019

The composition of the membership of the Remuneration and Nomination Committee for the period December 12 – 31, 2019 which has been appointed based on Directors Decree No. KEP.DIR / 002/2020 concerning the Determination of Membership of the Remuneration and Nomination Committee which was adopted on January 13, 2020 is as follows:

Name	Position	Information	Expertise
R. Widyo Pramono	Chairman concurrently member	Commissioner	Legal
Kartika Wirjoatmodjo	Member	President Commissioner	Banking, Finance
Makmur Keliat	Member	Independent Commissioner	Macroeconomic
Ardan Adiperdana	Member	Commissioner	Accounting, Audit
Robertus Bilita*)	Member	Independent Commissioner	Legal
Indri K. Hidayat	Member	Independent Party	Human Capital, Banking
Steven A. Yudiyanto	Secretary concurrently an Ex-Officio Member	Group Head of Human Capital Strategy & Talent Management	Human Capital

\* Effective after obtaining approval from OJK on the Fit and Proper Test.