

## GOVERNANCE IN PROVIDING REMUNERATIONS

No.	Types of Income	Rules	
		Board of Commissioners	Board of Directors
3.	Facility		
	Service Vehicle Facilities	Given in the form of transportation allowance of 20% of the honorarium	Given 1 (one) service vehicle in the form of rental according to the predetermined criteria
	Health Facilities Professional Facilities Association	Replacement of treatment in accordance with the internal policy number KEP. KOM/018/2019 Maximum 2 (two) memberships relevant to the Company's activities	Replacement of treatment in accordance with the internal policy number KEP. KOM/018/2019 Maximum 2 (two) memberships relevant to the Company's activities
	Legal Assistance Facilities	Legal assistance facilities following the internal policy number KEP. KOM/018/2019	Legal assistance facilities following the internal policy number KEP. KOM/018/2019
4.	Bonuses, Rewards, Incentives	Can be given in the form of shares or cash.	Can be given in the form of shares or cash.

**Nominals of Every Component of the Remuneration Structure of the Board of Commissioners and the Board of Directors**

Remuneration in one year is grouped into the range of income levels as follows.

**Nominal Amount of Remuneration for the Board of Commissioners and Directors**

Total Remuneration and Other Facilities	Amount Received			
	Board of Commissioners		Board of Directors	
	Persons	Amount in Rp Million	Persons	Amount in Rp Million
<b>Remunerations</b>				
Salaries	10 Persons	24.575	12 Persons	67.624
Housing Allowances	-	-	6 Persons	929
Tantiem	10 Persons	99.551	12 Persons	258.504
<b>Other Facilities in the form of Natura</b>				
Housing (cannot be owned)	-	-	6 Persons	-
Transportation (cannot be owned)	-	3.543	12 Persons	-
Full-service Insurance (can be owned)	-	4.365	12 Persons	12.175
Health (cannot be owned)	10 Persons	836	12 Persons	3.385
<b>Remuneration Amount per person in 1 year</b>				
Above Rp2 billion	10 Persons	-	12 Persons	-
Above Rp1 billion to Rp2 billion	-	-	-	-
Above Rp500 million to Rp1 billion	-	-	-	-
Rp500 million and below	-	-	-	-

The basis for the stock bonus:

To fulfill POJK No. 45/POJK.03/2015 concerning Implementation of Good Corporate Governance in Providing Remuneration for Commercial Banks



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Name	Position	Bonus Shares
<b>Board of Commissioners</b>		
Muhamad Chatib Basri	President Commissioner/Independent	Nil
Andrinof A. Chaniago	Wakil Komisaris Utama/Independent Commissioner	Nil
Mohamad Nasir	Independent Commissioner	Nil
Boedi Armanto	Independent Commissioner	Nil
Loeke Larasati A.	Independent Commissioner	Nil
Rionald Silaban	Commissioner	204.900 shares
Faried Utomo	Commissioner	176.900 shares
Arif Budimanta	Commissioner	176.900 shares
Nawal Nely	Commissioner	176.900 shares
Muhammad Yusuf Ateh	Commissioner	Nil
Ardan Adiperdana*	Commissioner	Nil
<b>Board of Directors</b>		
Darmawan Junaidi	President Director	444,800 shares
Alexandra Askandar	Vice President Director	435,000 shares
Ahmad Siddik Badruddin	Director of Risk Management	430,100 shares
Agus Dwi Handaya	Director of Compliance and HR	430,100 shares
Panji Irawan	Director of Treasury & International Banking	430,100 shares
Riduan	Director of Commercial Banking	430,100 shares
Aquarius Rudianto	Director of Network & Retail Banking	371,300 shares
Toni Eko Boy Subari	Director of Operations	83,400 shares
Susana Indah K. Indriati	Director of Corporate Banking	83,400 shares
Rohan Hafas	Director of Institutional Relations	83,400 shares
Sigit Prastowo	Director of Finance & Strategies	83,400 shares
Timothy Utama	Director of Information Technology	Nil
Rico Usthavia Frans*	Director of Information Technology	Nil

\*Total shares until the completion of tenure.

### Variable Remuneration to Directors, Board of Commissioners and Employees

The number of Directors, Commissioners and Employees who received variable remuneration for 1 (one) year and total nominal are as follows.

Variable Remunerations	Amount received in 1 (one) Year			
	Board of Directors		Board of Commissioners	
	Persons	Rp Million	Orang	Rp Million
<b>Total</b>	12	51.395	10	20.215

### Variable Remuneration

In addition, the Bank provides variable compensation including location allowances, certain position allowances, performance allowances for frontliners, overtime

compensation, performance achievement bonuses, sales incentives, retention programs and the Long-Term Incentive program in the form of shares. Non-Independent Commissioners

and in cash for members of the Independent Board of Commissioners under the provisions of OJK Regulation No. 45/POJK.03/2015.