

REMUNERATION AND NOMINATION COMMITTEE

Remuneration and Nomination Committee Authority

The Remuneration and Nomination Committee has the following authority:

1. Communicating with the Head of Unit and other parties in the Company to obtain information, clarification and requesting the required documents and reports.
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.

Remuneration and Nomination Committee Tenure

The tenure of members of the Remuneration and Nomination Committee as members of the Board of Commissioners, shall not be longer than the tenure of the Board of Commissioners as stipulated in the Articles of Association and can be re-elected for the next 1 (one) period. Whereas

the tenure of the Remuneration and Nomination Committee members from Non-Commissioner Independent Parties is the latest 3 (three) years and can be extended 1 (one) time during 2 (two) years of tenure, by not eliminating the rights of the Board of Commissioners to terminate at any time.

Remuneration and Nomination Committee Reporting

The Remuneration and Nomination Committee must report the implementation of duties, 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

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. 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.
3. 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.
4. The Chairman of the Remuneration and Nomination Committee may only hold concurrent positions as Chair of the Committee at most in 1 (one) another Committee.

During 2021, the membership composition of the Remuneration and Nomination Committee had changes which can be submitted as follows.

Period of 1 January - 1 August 2021

The membership composition of the Remuneration and Nomination Committee for the period of 1 January - 1 August 2021 appointed based on the Decree of the Board of Directors No. KEP.DIR/055/2020 on the Determination of Membership of the Remuneration and Nomination Committee on 20 July 2020, as follows:

Name	Position in the Committee	Position in the Company	Skills
M. Chatib Basri	Chairman and Member	President Commissioner/ Independent Commissioner	Macroeconomic, Finance
Andrinof A. Chaniago	Member	Vice President Commissioner/ Independent Commissioner	Macroeconomic
Mohamad Nasir	Member	Independent Commissioner	Accounting
Rionald Silaban	Member	Commissioner	Human Capital, Finance
Arif Budimanta	Member	Commissioner	Finance
Indri K. Hidayat	Member	Independent Party	Human Capital, Banking
Steven A. Yudiyantho	Secretary and Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital



REMUNERATION AND NOMINATION COMMITTEE

Period of 2 August - 31 December 2021

The membership composition of the Remuneration and Nomination Committee for the period of 2 August - 31 December 2021 appointed based on the Decree of the

Board of Directors No. KEP.DIR/037/2021 regarding the Determination of Membership of the Remuneration and Nomination Committee on 9 August 2021, as follows:

Name	Position in the Committee	Position in the Company	Skills
M. Chatib Basri	Chairman and Member	President Commissioner/ Independent Commissioner	Macroeconomic, Finance
Andrinof A. Chaniago	Member	Vice President Commissioner/ Independent Commissioner	Macroeconomic
Mohamad Nasir	Member	Independent Commissioner	Accounting
Rionald Silaban	Member	Commissioner	Human Capital, Finance
Arif Budimanta	Member	Commissioner	Finance
Steven A. Yudiyanto	Secretary and Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital

Remuneration and Nomination Committee Profile

The profile of the Remuneration and Nomination Committee members as members of the Board of Commissioners can be viewed in Chapter 3 Profile of the Board of Commissioners in this Annual Report.

The following is profile of the Remuneration and Nomination Committee member as non-Commissioner.



Steven A. Yudiyanto
Secretary and Ex-Officio
Member

Age
48 Years old

Citizenship
Indonesian

Period of Assignment

1 January 2020 - present

Legal Basis of Appointment

Appointed as Secretary and Ex-Officio Member of the Remuneration and Nomination Committee as of 28 June 2019 pursuant to the Board of Directors Decree No. KEP.DIR/039/2019

Educational Background

- Bachelor Degree in Management, University of Gadjah Mada (1996)
- Master Degree in Business, IPMI - Mt. Eliza Graduate School of Business (2001)

Professional Background

- Group Head Human Capital Strategy & Talent Management (1 May 2019 - present)
- Group Head Human Capital Talent, Organisation & Performance (December 2018 - May 2019)
- Commercial HR Director Danone Waters Indonesia (2017 - December 2018)
- OD Director Danone Waters Indonesia (2016 - 2017)
- Learning & Development Director of Danone Academy Indonesia di Danone Waters Indonesia (2013 - 2016)

Remuneration and Nomination Committee Qualifications and Experience

Members of the Remuneration and Nomination Committee have at least the following qualifications:

1. General Requirements
 - a. Having integrity, character and good morals.
 - b. Does not have personal interests/relationships that can cause conflict of interest against the Company.
2. Competency Requirements
 - a. Having sufficient expertise, ability, knowledge and experience related to their duties and responsibilities, specifically related to the provisions of the Bank's remuneration and/or nomination system and succession plan.
 - b. Able to work together and have the ability to communicate well and effectively and are willing to provide sufficient time to carry out their duties.