



- Performance appraisal with the remuneration suitability received by each member of the Board of Directors and/or members of the Board of Commissioners.
 - Options to the Board of Commissioners, Directors and employees, including stock options and supervision of their implementation.
- b. Assisting the Board of Commissioners in proposing a remuneration system that is suitable for members of the Board of Directors and/or members of the Board of Commissioners in the form of a salary/honorarium system, provision of facilities, benefits, bonus/incentive/tantiem, pension system, evaluation or evaluation of the system and the options given.
 - c. Evaluating remuneration policies based on performance, risk, fairness with peer groups, targets and the Company's long-term strategy, fulfillment of reserves as stipulated in the 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.

Term of Service of the Remuneration and Nomination Committee

The term of office of the members of the Remuneration and Nomination Committee shall not be longer than the term of office of the Board of Commissioners as stipulated in the Articles of Association and can be re-elected for the next 1 (one) period. If a member of the Commissioner who becomes the Chair of the Remuneration and Nomination Committee resigns before his term of office as Commissioner of the Company, the Chairman of the Remuneration and Nomination Committee is replaced by another Independent Commissioner. If his term of office as a Board of Commissioners ends, his term of office as a member of the Remuneration and Nomination Committee will also end.

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

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. 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.
5. 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.
6. Members of the Directors of the Company and other Banks are prohibited from becoming members of the Remuneration and Nomination Committee.
7. 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.
8. The Company is required to document the decision on the appointment and removal of members Remuneration and Nomination Committee.
9. The terms of office for Committee Members who are members of the Independent Party refer to the applicable laws and regulations.

During 2020, the membership composition of the Remuneration and Nomination Committee had changes which can be submitted as follows.



Period of January 1 – February 24, 2020

The membership composition of the Remuneration and Nomination Committee for the period of January 1- February 24, 2020 which has been appointed based on the Decree of the Board of Directors No. KEP.DIR/002/2020 concerning Determination of Membership of the Remuneration and Nomination Committee on January 13, 2020, are 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 Biliate****	Member	Independent Commissioner	Legal
Indri K. Hidayat	Member	Independent Party	Human Capital, Banking
Steven A. Yudianto	Secretary concurrently Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital

*The term of office had ended since the person concerned was appointed as Deputy President Commissioner of PT Bank Rakyat Indonesia (Persero) Tbk. on February 18, 2020

** The term of office had ended from the time the person concerned was appointed as an Independent Commissioner of PT Bank Rakyat Indonesia (Persero) Tbk. on February 18, 2020.

*** The term of office had ended from the Annual GMS on February 19, 2020.

**** The term of office had ended as from the time the person concerned was appointed as President Director of PT Bahana Indonesian Business Development on February 11, 2020.

Period of February 25 –July 8, 2020

The membership composition of the Remuneration and Nomination Committee for the period of February 25 - July 8, 2020 which has been appointed based on the Decree of the Board of Directors No. KEP.DIR/023/2020 concerning Determination of Membership of the Remuneration and Nomination Committee on March 13, 2020 are as follows:

Name	Position	Information	Expertise
Ardan Adiperdana	Chairman concurrently member	Commissioner	Accounting, Audit
M. Chatib Basri	Member	President Commissioner/ Independent Commissioner	Macroeconomic , Finance
Andrinof A. Chaniago	Member	Deputy Chief Commissioner/ Independent Commissioner	Macroeconomic
Rionald Silaban	Member	Commissioner	Human Capital, Finance
Indri K. Hidayat	Member	Independent Party	Human Capital, Banking
Steven A. Yudianto	Secretary concurrently Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital

Period of July 9 –December 31, 2020

The membership composition of the Remuneration and Nomination Committee for the period July 9- December 31, 2020 which has been appointed based on the Decree of the Board of Directors No. KEP.DIR/055/2020 concerning Determination of Membership of the Remuneration and Nomination Committee on July 20, 2020 are as follows:

Name	Position	Information	Expertise
M. Chatib Basri	Chairman concurrently member	President Commissioner/ Independent Commissioner	Macroeconomic , Finance
Andrinof A. Chaniago	Member	Deputy Chief 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. Yudianto	Secretary concurrently Ex-Officio Member	Group Head Human Capital Strategy & Talent Management	Human Capital