

Nomination and Remuneration Committee

Meeting Frequency and Attendance

Throughout 2018 the Nomination and Remuneration Committee has convened a Meeting 15 several times with the following explanation:

Date	Agenda	Minutes No	Total Attendance	Remarks
4 January 2018	Nomination of candidates for BRIsyariah Commissioners & Directors	01-KNR/01/2018	7	Quorum
15 January 2018	Interview of the prospective head division SKP	02-KNR/01/2018	7	Quorum
6 March 2018	The Process of Proposing Remuneration for the Board of Directors and Board of Commissioners in 2018, Changes in the Remuneration of the Board of Commissioners' Expertise	04 - KNR/03/2018	7	Quorum
13 March 2018	Proposed BRI Life Management	03-KNR/03/2018	6	Quorum
21 March 2018	Evaluation of prospective members of the Board of Directors and the Board of Commissioners in the framework of the Rapat Umum Pemegang Saham Tahunan (RUPST) of 2018 March 21, 2018	06 - KNR/03/2018	9	Quorum
29 March 2018	Proposed Commissioner and Director of BRI Life & BRI Agro	05 - KNR/03/2018	6	Quorum
3 May 2018	Discussion of Directors & Commissioners Remuneration with Willis Tower Watson	07-KNR/05/2018	6	Quorum
8 May 2018	Discussion of Directors & Commissioners Remuneration with Willis Tower Watson	08-KNR/05/2018	7	Quorum
22 May 2018	Nomination of BRI Finance Management	09-KNR/05/2018	8	Quorum
25 September 2018	a. Determination of Effective Date Mr. Hadiyanto as BRI Commissioner, b. Discussion of Contracts for Non-Board of Commissioners Members.	10-KNR/09/2018	6	Quorum
8 October 2018	Discussion of Nominations Bank Agro Management (President Commissioner)	11-KNR/10/2018	5	Quorum
11 December 2018	a. Evaluation of BRI employee remuneration policies b. Review policies on promotion, transfer, and filling in BRI's strategic position formation c. Shifting BRI employees d. Other issues related to Human Capital policy	12-KNR/12/2018	6	Quorum
17 December 2018	a. Evaluation of SEVP Effectiveness in BRI Management Organizations; b. Compilation of BRI Executive Assessment Guidelines by Commissioners in order to fill BRI Talent Pool and Ministry of BUMN; c. RUPS LB preparation January 3, 2019	13-KNR/12/2018	6	Quorum
21 December 2018	Nomination of BRI Management	14-KNR/12/2019	9	Quorum
21 December 2018	Proposed changes in BRI Agroniaga and BRIsyariah Board of Directors.	15-KNR/12/2020	9	Quorum

Nomination and Remuneration Committee

Name	Title	Total Meeting	Total Attendance	%
Andrinof A. Chaniago	Chairman	15	15	100%
Gatot Trihargo	Chairman	15	12	80%
A. Fuad Rahmany	Member	15	13	87%
A. Sonny Keraf	Member/Chairman	15	13	87%
Mahmud	Member	15	14	93%
Rofikoh Rokhim	Member	15	14	93%
Vincentius Sonny Loho*	Member	5	4	80%
Jeffry J. Wurangian**	Member	9	7	78%
Nicolaus Teguh Budi Harjanto	Member	15	12	80%
Hadiyanto***	Member	10	8	80%
A. Solichin Lutfiyanto****	Member	5	4	80%
Busrul Iman*****	Member	6	6	100%

* Effective until 20 September 2018
 ** Effective until 20 September 2018
 *** Effective 1 October 2018
 **** Effective 1 October 2018
 ***** Effective 1 July 2018

Follow Up Follow Up Meetings / Meetings

Recommendation documents or results of policy reviews issued by the KNR in 2018 are as follows:

Date	Letter No	Subject
04-Jan-18	R.01-KNR/01/2018	Recommendation for Prospective Commissioner and Director of PT BRIsyariah Tbk.
19-Feb-18	R.02-KNR/02/2018	Recommendation for the Prospective Commissioner and Director of PT Asuransi BRI Life
13-Mar-18	R.03-KNR/03/2018	Adjustment Honorarium of Board of Commissioners Expert
16-Mar-18	R.04-KNR/03/2018	Procurement of Consultant Services Related to the Preparation of BRI's Board of Commissioners and Directors Remuneration Policy
29-Mar-18	R.05-KNR/03/2018	Recommendations for Prospective Commissioners and Directors of PT. BRI Agroniaga. Tbk
29-Mar-18	R.05-KNR/03/2018	Recommendations for Prospective Commissioners and Directors of PT. BRI Agroniaga
08-May-18	R.06-KNR/05/2018	Recommendation of the KNR for the Proposed Income of the Directors and Board of Commissioners in 2018 and the Tantiem for Performance in 2017
21-Mar-18	R.07-KNR/05/2018	Recommendation of the KNR on the Determination of Candidates for Members of the Board of Directors and the Board of Commissioners to be Proposed in the 2015 BRI RUPST
22-May-18	R.08-KNR/05/2018	Recommendations for Prospective Commissioners and Directors of PT BRI Finance Indonesia
14-Aug-18	R.09-KNR/08/2018	Revised Remuneration Policies of PT. Bank Rakyat Indonesia (Persero) Tbk
09-Oct-18	R.10-KNR/10/2018	Recommendations for Prospective President Commissioner of PT BRI Agroniaga Tbk.
11-Dec-18	R.11-KNR/12/2018	Request for Approval of Approval of Candidates for Management of PT BRIsyariah Tbk.
19-Dec-18	R.14-KNR/12/2018	Request for determination of SKP Kadiv and Head of SKAI BRI
28-Dec-18	R.15-KNR/12/2018	Request for approval from prospective management of PT. Agroniaga Tbk
28-Dec-18	R.16-KNR/12/2018	Recommendation of TOP Talent BRI
28-Dec-18	R.17-KNR/12/2018	Discussion of BRI Management's Proposal