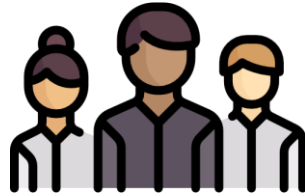




**E**

**Environmental**



**S**

**Social**



**G**

**Governance**

# **SUPPLEMENTARY DATA – 2021**

**PT. Bank Rakyat Indonesia (Persero), Tbk**

## Environmental

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**Workforce Breakdown:  
Nationality**

			<b>2021</b>
Indonesian	#		82.718
East Timor	#		20
U.S.	#		7
Singapore	#		6
Others	#		11

**Gender Pay Indicators**

					<b>2021</b>
Average Management* Base Salary	Gender	Man	IDR		27,081,771
		Woman	IDR		27,795,347
Average Management* Base Salary + Other Cash Incentives	Gender	Man	IDR		66,267,944
		Woman	IDR		59,626,608
Average Non Management** Base Salary	Gender	Man	IDR		6,765,750
		Woman	IDR		6,521,830

\*Management: Manager, Senior Manager, AVP, VP, EVP, SVP

\*\*Non Management: Assistant, Officer, Assistant Manager

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**Training and Development  
Inputs**

				<b>2021</b>
Average Training and Development Hours per Employee			hours	41
Average Training and Development Hours per Employee (Detailed)	Gender	Man	hours	41
		Woman	hours	40
	Age Group	<30 years	hours	39
		30-50 years	hours	40
		>50 years	hours	54

**Hiring**

				<b>2021</b>
Average Hiring Cost per Employee			IDR	6,604,808
Internal Hires*			%	91.84
New Recruits	Gender	Man	#	2,431
		Woman	#	2,912
	Age Group	<30 years	#	5,253
		30-50 years	#	81
		>50 years	#	9
Internal Hires (Detailed)	Gender	Man	#	35,922
		Woman	#	24,231
	Age Group	<30 years	#	13,625
		30-50 years	#	43,060
		>50 years	#	3,468

\*Percentage of open positions filled by internal candidates

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**Employee Turnover Rate**

				<b>2021</b>
Total Employee Turnover Rate				3.58
Total Voluntary Employee Turnover Rate				1.84
Total Employee Turnover Rate (Detail)	Gender	Man	2.06	
		Woman	5.68	
	Age Group	<30 years	0.45	
		30-50 years	3.30	
		>50 years*	27.63	
Total Voluntary Employee Turnover Rate (Detail)	Gender	Man	1.94	
		Woman	1.72	
	Age Group	<30 years	0.51	
		30-50 years	2.24	
		>50 years	6.17	

\*Includes normal retirements

**Trend of Employee Engagement**

				<b>2021</b>
Employee Engagement Index				3.46
Percentage of Actively Engaged Employees				92
Percentage of Actively Engaged Employees (Detailed)	Gender	Man	91	
		Woman	93	
	Age Group	<30 years	90	
		30-50 years	92	
		>50 years	95	

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**Governance**
**Contribution  
and Other Spending\***

		<b>2021</b>
Lobbying, interest representation or similar	IDR	0
Local, regional, or national political campaigns/organizations/candidates	IDR	0
Trade associations or tax-exempt groups	IDR	0
Other (e.g. spending related to ballot measures or referendums)	IDR	0
<b>Total contributions and other spending</b>	<b>IDR</b>	<b>0</b>

\* BRI prohibits political contributions to organizations based on our Code of Conduct and Internal Policy

**Customer Privacy**

		<b>2021</b>
Complaints* from outside parties	#	0
Complaints* from regulators	#	0

\* Substantiated complaints concerning breaches of customer privacy and losses of customer data