

GCG Implementaion Assessment in 2018 Toward the Board of Commissioners and Board of Directors

13. Details of total remuneration granted within a year.

- a. Fixed or Variable Remuneratio.

Description	Total
Fixed compensation	10.503.547 milion
Variable compensation	5.513.378 milion

- b. Remuneration in cash and/or shares or shares instruments issued by the Bank.

- Monthly Salary
- Religious Holidays Allowances
- Leave Allowances
- Performance Allowances
- Bonus/Tantiem

14. Quantitative information regarding:

- a. Total deferred remuneration, either under implicit or explicit adjustment.
Not yet implemented during current year.
- b. Total remuneration reduction due to explicit adjustment in 2018.
Not yet implemented during current year.
- c. Total remuneration reduction due to implicit adjustment in 2018.
Not yet implemented during current year.

BOARD OF COMMISSIONERS REMUNERATION STRUCTURE

1. Honorarium and Tantiem The Honorarium and Tantiem of the President Commissioner shall be set at 50% of the salary of the President Director, while Honorarium and Tantiem Vice President Commissioners and members of the Board of Commissioners shall be respectively 95% and 90% of the Honorarium of the President Commissioner.
2. Benefits:

Religious Holidays Allowance (THRK)	1) THR is granted since the member was appointed by the General Meeting of Shareholders. 2) The maximum amount of THR is 1 (one) time monthly honorarium and paid-in full
Transportation Allowance	a. Transportation allowance is given each month at 20% of monthly honorarium of each member of the Board of Commissioners b. In the event that the Commissioner has been granted a vehicle facility by way of rental as stipulated in the previous decree, then it is regulated as follows: 1) The provisions of vehicle facilities shall be guided by prior decisions until their lease term expires, and subsequently follow the provisions of point a above. 2) For the Commissioner who resign from his/her position, and the rental period of the vehicle has not expired yet, they will be given the opportunity to buy a vehicle for the remaining unpaid lease, with the purchase price of the vehicle to be negotiated with the vendor. The Commissioner is given a transitional period of 30 (thirty) days to use the vehicle.
Post-Tenure Insurance	a. Commissioner is registered to Post-Tenure Insurance Program. b. Maximum premium is 25% (twenty-five percent) of honorarium per year.
Club Membership Allowance	Given 2 (two) professional Club membership.
Corporate Clothing	Given 2 (two) corporate suits and 1 (one) batik shirt each year.

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3. Facilities

Types	Description
Healthcare	<ol style="list-style-type: none"> Medical and treatment expenses for members of the Board of Commissioner and their family are fully reimbursed by the Company. Covered family members are husband/wife and maximum of 3 (three) children who are not married and working and below 25 (twenty-five) years old. Facilities provided are: 1) outpatient and medication; 2) inpatient and medication; 3) medical check-up. Health facilities such as outpatient and medication mentioned in the letter c including eye examination and medication, as well as glasses purchasing which is fully covered by the Company with the conditions below: <ol style="list-style-type: none"> Reimbursement for frames maximum of Rp15 million in 2 (years) Lens replacement once a year. Medical check-up is provided with below conditions: <ol style="list-style-type: none"> Medical check-up is provided once a year Medical check-up is conducted domestically. In the event that the doctor gives a reference to have overseas treatment, health facility is given entirely. This facility includes transportation and accommodation for the patient and one companion.
Legal Assistance	<ol style="list-style-type: none"> The Bank provides legal assistance in the event of legal situation related to his/her position, the Bank's objectives or business activities. Legal assistance is given with procedures and conditions according to the prevailing Minister of SOEs Regulations.

4. Other Facilities. Members of the Board of Commissioners may be provided with other facilities for the execution of operational duties, such as official travel, laptop/iPad, and driver, pursuant to the Bank's internal rules stipulated in a decision of the Board of Directors.

BOC Remuneration and Facility Amount in 2018

Structure of the Board of Commissioners Remuneration and amenities BRI 2018 financial year

No	Name	Salary (Rp)	THRK (Rp)	Tantiem Fiscal Year 2017 (Rp)	Housing allowances (Rp)	Transport allowance (Rp)	Full Title Insurance Premium (Rp)	Corporate clothing (Rp)	Benefit Communication (Rp)
Board of Commissioners of BRI									
1	Andrinof A Chaniago *)	√	√	√	-	√	√	-	-
2	Gatot Trihargo	√	√	√	-	√	√	-	-
3	A. Fuad Rahmany	√	√	√	-	√	√	√	-
4	A. Sonny Keraf	√	√	√	-	√	√	√	-
5	Jeffry J. Wurangian *****)	√	√	√	-	√	√	√	-
6	Mahmud	√	√	√	-	√	√	-	-
7	Nicolaus T.b Harjanto *)	√	√	√	-	√	√	√	-
8	Rofikoh Rokhim ***)	√	√	√	-	√	√	√	-
9	Hadiyanto *****)	√	√	-	-	√	√	-	-
10	Mustafa Abubakar **)	-	-	√	-	-	-	-	-
11	Ahmad Fuad **)	-	-	√	-	-	-	-	-
12	Adhyaksa Dault *****)	-	-	√	-	-	-	-	-
13	Vincentius Sonny Loho *****)	√	-	√	-	√	√	√	-
Total		14,282,985,003	1,224,300,000	94,975,766,160	-	2,856,597,001	4,064,400,000	165,474,145	-

Information :

*) Appointed by the Annual General Meeting on March 15, 2017

**) Dismissed by the AGM on March 15, 2017

***) Appointed by the Annual General Meeting on October 18, 2017

*****) Dismissed by the AGM on October 18, 2017

*****) Appointed by the Annual General Meeting on March 22, 2018

******) Dismissed by the AGM on March 22, 2018

******) Dismissed by the EGM on January 3, 2019 by a letter of resignation dated 20 September 2018

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Board of Commissioners of BRI

Type of Remuneration and Other Facilities	Amount received in one year (2018)	
	Person	millions
Remuneration:		
Salary**	10	14,282
Routine allowance ***	10	4,246
tantiem *	12	94,975
Facilities In The Form Natura:		
transportation	13	2,856
Full Compensation Position	10	4,064
Type of Remuneration / person in one year	Person	Millions
Above Rp 2 Billion	12	38,714
Above 1 bln s / d 2 Billion **	2	5,217
Above Rp 500 millions / d 1 Billion	-	-
Below Rp 500 million	-	-

*) Including the Board of Commissioners who served during the period out of office in 2017 but after the AGM dated March 22, 2018
 **) Including BOC dismissed at the AGM on 22 March 2018 and the EGM dated January 3, 2019
 ***) Allowances consist of THR, Transportation and Corporate clothing

BOARD OF DIRECTORS REMUNERATION STRUCTURE

The remuneration structure of the Board of Directors is stipulated in Decree of the Board of Commissioners No. R.42-KOM/06/2018 dated 06 June 2018 and approval from Serie A Dwiwarna Shareholder as follows:

- 1) Salary and Tantiem. The Salary and Tantiem of the Board of Directors shall be proportionally set toward the salary and tantiem of the President Director, which are 95% fro the Vice President Director and 90% for the Board of Directors.
- 2) Allowances

Types	Amount per BOD Members	Description
Religious Holidays Allowances	Allowances At maximum one (1) time salary per month, pay in full	Given since the appointment by GMS.
Housing Allowances	Rp27,5 million,- /month including utilization cos.	Is not given to members of the BOD that occupy the official residence.
Post Tenure Insurance	Maximum premium of 25% (twenty-five percent) of annual salary.	Included since declared effective from fit and proper test by OJK
Club Membership		President Director/ Vice President Director: <ul style="list-style-type: none"> · 2 (two) Golf Club memberships. · 2 (two) Financial Club memberships. · 1 (one) Fitness Club membership (family club) · 2 (two) Profession Club memberships Directors: <ul style="list-style-type: none"> · 1 (one) Golf membership. · 1 (satu) Fitness Club membership (family club). · 2 (two) Profession Club memberships.
Corporate Clothing		2 (two) corporate suits and 1 (one) batik per year.
Communication	Reimbursed as per cost	Two (2) cellphones that can be replaces per year.