

KOMITE REMUNERASI DAN NOMINASI

Komite Remunerasi dan Nominasi memiliki tugas membantu Dewan Komisaris melaksanakan fungsi dan tugas Dewan Komisaris dalam penerapan prinsip-prinsip *Good Corporate* khususnya dalam penetapan kriteria pemilihan calon anggota Dekom dan Direksi beserta sistem remunerasinya.

PEDOMAN KERJA KOMITE REMUNERASI & NOMINASI

Komite Remunerasi & Nominasi memiliki suatu Pedoman Kerja berupa Buku Pedoman Pelaksanaan (BPP) Komite Remunerasi & Nominasi yang mengatur mengenai :

- Peran & Fungsi;
- Tugas, Tanggung Jawab serta Wewenang;
- Struktur Keanggotaan
- Interaksi Hubungan Kerja
- Masa Tugas
- Tata Cara dan Prosedur Kerja
- Rapat
- Pelaporan

Buku Pedoman Pelaksanaan Kerja Komite Remunerasi & Nominasi dikaji dan dikinikan secara berkala agar sesuai dengan ketentuan yang berlaku dan kebutuhan Bank. Pengkinian Buku Pedoman Pelaksanaan Kerja Komite Remunerasi & Nominasi dilakukan pada tanggal 23 April 2019.

STRUKTUR DAN KEANGGOTAAN KOMITE REMUNERASI DAN NOMINASI

Anggota Komite Remunerasi dan Nominasi diangkat oleh Direksi berdasarkan keputusan rapat Dewan Komisaris. Kriteria umum untuk diangkat menjadi Komite Remunerasi dan Nominasi adalah memiliki integritas, akhlak dan moral yang baik. Tidak ada anggota Direksi bank maupun Direksi bank lain yang menjadi anggota Komite Remunerasi dan Nominasi.

Struktur dan keanggotaan Komite Remunerasi dan Nominasi periode 2019 - 2022 sesuai SK Nomor Nomor 058/339/DIR/HCP/KEP tanggal 29 November 2019 adalah sebagai berikut:

REMUNERATION AND NOMINATION COMMITTEE

The Remuneration and Nomination Committee is responsible for assisting the Board of Commissioners to perform their duty and function in the implementation of Good Corporate Governance principles, especially in determining the criteria for selecting candidates for members of the Board of Commissioners and the Board of Directors along with their remuneration systems.

WORK GUIDELINES OF REMUNERATION AND NOMINATION COMMITTEE

The Remuneration and Nomination Committee has established a Work Guideline in the form of Remuneration and Nomination Committee Manual Book (BPP) which determines the following issues:

1. Roles and Functions;
2. Duties, Responsibilities, and Authority;
3. Membership Structure;
4. Work Relationship and Interaction;
5. Term of Office;
6. Work Guidelines and Procedures;
7. Meetings;
8. Reporting.

The Remuneration and Nomination Committee Manual Book is reviewed and updated regularly to adjust to the applicable provisions and the Bank's needs. The last update on Remuneration and Nomination Committee Manual Book was conducted on April 23, 2019.

STRUCTURE AND MEMBERSHIP OF REMUNERATION AND NOMINATION COMMITTEE

The members of Remuneration and Nomination Committee are appointed by the Board of Directors based on the decision from the Board of Commissioners' meeting. The general criteria one must fulfill to be appointed as the Remuneration and Nomination Committee are to have good integrity, character, and morals. There are no members of Bank Jatim's Board of Directors nor any other banks' Board of Directors who are members of the Remuneration and Nomination Committee.

The structure and membership of the Remuneration and Nomination Committee for the period of 2019-2022 according to the Decree No. 058/339/DIR/HCP/KEP dated November 29, 2019 are as follows:

No	Nama	Jabatan di Bank	Posisi di Komite	Periode Jabatan
1	Candra Fajri Ananda	Komisaris Independen	Ketua	2019 – ditutupnya RUPS Tahun Buku 2022
2	Rudi Purwono	Komisaris Independen	Anggota	2019 – ditutupnya RUPS Tahun Buku 2022
3	Akhmad Sukardi	Komisaris Utama	Anggota	2019 – ditutupnya RUPS Tahun Buku 2022
4	Muhammad Mas'ud	Komisaris Independen	Anggota	2019 – ditutupnya RUPS Tahun Buku 2022
5	Heru Tjahjono	Komisaris	Anggota	2019 – ditutupnya RUPS Tahun Buku 2022
6	Budi Setiawan	Komisaris	Anggota	2019 – ditutupnya RUPS Tahun Buku 2022
7	Budi Sumarsono	Pemimpin Divisi Human Capital	Anggota Exofficio	2019 – ditutupnya RUPS Tahun Buku 2022

No.	Name	Position	Position in the Committee	Term of Office
1	Candra Fajri Ananda	Independent Commissioner	Head of Committee	2019 until the closing of GMS of 2022 Fiscal Year
2	Rudi Purwono	Independent Commissioner	Member of Committee	2019 until the closing of GMS of 2022 Fiscal Year
3	Akhmad Sukardi	President Commissioner	Member of Committee	2019 until the closing of GMS of 2022 Fiscal Year
4	Muhammad Mas'ud	Independent Commissioner	Member of Committee	2019 until the closing of GMS of 2022 Fiscal Year
5	Heru Tjahjono	Commissioner	Member of Committee	2019 until the closing of GMS of 2022 Fiscal Year
6	Budi Setiawan	Commissioner	Member of Committee	2019 until the closing of GMS of 2022 Fiscal Year
7	Budi Sumarsono	Head of Human Capital Division	Member of Committee ex-officio	2019 until the closing of GMS of 2022 Fiscal Year

KUALIFIKASI & PROFIL ANGGOTA KOMITE REMUNERASI & NOMINASI

Nama, Jabatan, dan Riwayat hidup singkat anggota komite Remunerasi & Nominasi				
Nama	Jabatan	Periode Jabatan	Keahlian	Kualifikasi/Riwayat
Candra Fajri Ananda	Ketua/ Komisaris Independen	Mulai Tahun 2019 s.d penutupan RUPS Tahunan Tahun Buku 2022	Ekonomi	Bachelor in Economics (S1) from Department of Economics and Development Study Faculty of Economics, Brawijaya University, 1988, Master Degree (MSc.) from Institute of Rural Development, University of Göttingen, Germany, 1994, Doctor Degree (DR) from Institute of Rural Development University of Göttingen, Germany, June 1998.

QUALIFICATION AND PROFILE OF REMUNERATION AND NOMINATION COMMITTEE MEMBERS

Name, Position, and Brief Résumé of Remuneration and Nomination Committee Members				
Name	Position	Term of Office	Expertise	Qualification/ Résumé
Chandra Fajri Ananda	Head of Committee/ Independent Commissioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Economy	Bachelor in Economics (S1) from Department of Economics and Development Study Faculty of Economics, Brawijaya University, 1988, Master Degree (MSc.) from Institute of Rural Development, University of Göttingen, Germany, 1994, Doctor Degree (DR) from Institute of Rural Development University of Göttingen, Germany, June 1998

Pengalaman Kerja :

Member of BSBI (Supervisory board of Indonesia Central Bank), 2017-2020, TADF – MoF member, 2009-2014 and Ekonom Kementerian Keuangan (2015 and 2016), Dean of Faculty of Economics and Business, University of Brawijaya (June 2013 – May 2017), FGD member drafting on central bank Law (RUU BI), 2015 dan 2016, National Committee Board (Dewan Pengurus Nasional) AFEBI (Indonesian Faculty of Economics and Business Association), 2015-2017, Vice President of Abest21 (accreditation institution) in Tokyo (2015-2017), Head of Dean Forum UB, 2013-2017, Member of Focus Group Discussion on Regional Development of Indonesian Economist Association (ISEI Pusat), 2015-2018, Head of Indonesian Economist Association – ISEI Malang (2015-2018), Short-term consultant GIZ (2015) for payment system in Indonesia and user charges basic principle (2014), Short Term Consultant AIPD as Senior Policy Advisor in East Java Province, August - December 2012), Head of Doctoral Program at Post Graduate Program, University Brawijaya (2007- 2013), International Cooperation, European Section of Brawijaya University (2008- 2012), Short Term Consultant of AUSaid as Senior Economic Advisor (November 2011 – May 2012),

Short Term Consultant of DSF - ADB in Supporting Fiscal Decentralization Policy (Januari 2010 – Desember 2010), Member of Expert Board in Economic and Finance Section of East Java province (2007-September 2009), External reviewer for World Development Report 2009, World Bank, East Java Province regional Planning Board supervisor from (2003-now), Provincial Government Consultant as team leader on "Strategic Infrastructure of Development Reform Program" in the Province of East Java (August 2002 -2004), World Bank consultant in Private Sector Development in Post Conflict Area (2003-March 2004)

Rudi Purwono	Anggota/Komisaris Independen	Mulai Tahun 2019 s.d penutupan RUPS Tahunan Buku 2022	Ekonomi	Sarjana Ekonomi (SE) Jurusan Ilmu Ekonomi dan Studi Pembangunan Fakultas Ekonomi Universitas Airlangga pada tahun 1994, Program Pascasarjana Ilmu Ekonomi Fakultas Ekonomi Universitas Indonesia dengan Kekhususan Ekonomi Moneter, pada tahun 2004, dan meraih gelar Doktor (Dr.) pada Program Pascasarjana Ilmu Ekonomi Fakultas Ekonomi Universitas Indonesia dengan Kekhususan Ekonomi Moneter, pada tahun 2009
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Pengalaman Kerja:

Wakil Dekan I (Bidang Akademik dan Mahasiswa) Fakultas Ekonomi dan Bisnis Universitas Airlangga 2010 - sekarang, Economist pada Kementerian Keuangan Republik Indonesia periode Tahun 2012 sampai Sekarang, Wakil Ketua II Dewan Pengupahan Provinsi Jawa Timur 2008-2011 dan 2012-2016, Anggota Dewan Riset Daerah (DRD) Provinsi Jawa Timur 2014-2016, dan Peneliti pada Laboratorium Pengkajian Ekonomi Pembangunan (LPEP) Fakultas Ekonomi dan Bisnis Universitas Airlangga, Regional Chief Economist PT Bank BNI Persero Tbk Tahun 2011-2015.

Akhmad Sukardi	Anggota/Komisaris Utama	Mulai Tahun 2019 s.d penutupan RUPS Tahunan Buku 2022	Akuntansi	Sarjana Strata 1 Jurusan Akuntansi STIKI Keuangan di Surabaya tahun 1986, S2 Jurusan Manajemen Universitas Airlangga di Surabaya tahun 1998 dan Doktor Ilmu Administrasi Universitas 17 Agustus 1945 di Surabaya tahun 2008.
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Career History:

Member of BSBI (Supervisory board of Indonesia Central Bank), 2017-2020, TADF – MoF member, 2009-2014 and Ekonom Kementerian Keuangan (2015 and 2016), Dean of Faculty of Economics and Business, University of Brawijaya (June 2013 – May 2017), FGD member drafting on central bank Law (RUU BI), 2015 dan 2016, National Committee Board (Dewan Pengurus Nasional) AFEBI (Indonesian Faculty of Economics and Business Association), 2015-2017, Vice President of Abest21 (accreditation institution) in Tokyo (2015-2017), Head of Dean Forum UB, 2013-2017, Member of Focus Group Discussion on Regional Development of Indonesian Economist Association (ISEI Pusat), 2015- 2018, Head of Indonesian Economist Association – ISEI Malang (2015-2018), Short-term consultant GIZ (2015) for payment system in Indonesia and user charges basic principle (2014), Short Term Consultant AIPD as Senior Policy Advisor in East Java Province, August - December 2012), Head of Doctoral Program at Post Graduate Program, University Brawijaya (2007- 2013), International Cooperation, European Section of Brawijaya University (2008- 2012), Short Term Consultant of AUSaid as Senior Economic Advisor (November 2011 – May 2012), Short Term Consultant of DSF - ADB in Supporting Fiscal Decentralization Policy (Januari 2010 – Desember 2010), Member of Expert Board in Economic and Finance Section of East Java province (2007-September 2009), External reviewer for World Development Report 2009, World Bank, East Java Province regional Planning Board supervisor from (2003-now), Provincial Government Consultant as team leader on "Strategic Infrastructure of Development Reform Program" in the Province of East Java (August 2002 -2004), World Bank consultant in Private Sector Development in Post Conflict Area (2003-March 2004)

Rudi Purwono	Member of Committee/Independent Commissioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Economy	Bachelor of Economics majoring in Economic Science and Development Study from the Faculty of Economics of Universitas Airlangga (1994), Postgraduate Program of Economic Science majoring in Monetary Economics from the Faculty of Economics of the University of Indonesia (2004), and Doctorate degree from the Postgraduate Program of Economic Science majoring in Monetary Economics of the Faculty of Economics of the University of Indonesia (2009)
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Career History:

Vice Dean I of Academic and Student Affairs of the Faculty of Economics and Business of Universitas Airlangga (2010 up to present), Economist at the Ministry of Finance of the Republic of Indonesia (2012 up to present), Deputy Chairman II of Remuneration Board of East Java Province (2008-2011 & 2012-March), Member of Regional Research Board of East Java Province (2014-2016), and Researcher at Laboratorium Pengkajian Ekonomi Pembangunan (LPEP) of the Faculty of Economics and Business of Airlangga University, Regional Chief Economist at PT Bank BNI (Persero) Tbk (2011-2015)

Akhmad Sukardi	Member of Committee/President Commissioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Accounting	Bachelor's degree in Accounting from STIKI Keuangan, Surabaya (1986), Master's degree in Management from Universitas Airlangga, Surabaya (1998), and Doctorate degree in Administration Science from Universitas 17 Agustus, Surabaya (2008).
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Pengalaman Kerja

Sekretaris Daerah Provinsi Jawa Timur (2014 – sekarang), Asisten Administrasi dan Umum Sekretariat Daerah Prop Jatim tahun (2009-2013), Kepala Dinas Pendapatan Provinsi Jawa Timur (2003 – 2009), Kepala Biro Keuangan Setda Provinsi Jawa Timur (2000 – 2003), Kabag Anggaran Biro Keuangan Provinsi Jawa Timur (1994 – 2000), Kasubag Anggaran Pembangunan Biro Keuangan Provinsi Jawa Timur (1990 – 1994), Kasubag Pembinaan Anggaran Tk. I Biro Keuangan (1988 – 1990), Staf Bagian Pembukuan Biro Keuangan Pemda Tk. I (1985 – 1988).

Muham- mad Mas'ud	Anggo- ta/Ko- misaris Inde- penden	Mulai Tahun 2019 s.d penu- tupan RUPS Tahunan Tahun Buku 2022	Ekonomi & Politik	Fakultas Ilmu Administrasi Jurusan Administrasi Negara Universitas Brawijaya lulus tahun 1989 Jurusan Magister Manajemen Universitas Muhammadiyah Malang lulus tahun 1997 School of Political and International Studies Flinders University- Adelaide- Australia lulus tahun 2005
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Pengalaman Kerja :

Asisten Staf Khusus Presiden Bidang Pembangunan Daerah dan Otonomi Daerah (Tahun 2011 - 2014), Ketua Dewan Riset Daerah Kota Malang (Tahun 2013 - 2016), Anggota Tim Pengendalian dan Percepatan Pembangunan Kabupaten Kediri (Tahun 2013 - sekarang), Staf Khusus Menteri Sosial Bidang Pengembangan SDM dan Program Kementerian (Tahun 2015 - 2018), Anggota Tim Ahli Walikota Batu (Tahun 2015 - 2016), Ketua Dewan Riset Daerah Kab. Bojonegoro (Tahun 2019 - sekarang), Direktur Pascasarjana Unisma Malang (Tahun 2019 - sekarang)

Heru Tjahjo- no	Anggo- ta/Ko- misaris	Mulai Tahun 2019 s.d penu- tupan RUPS Tahunan Tahun Buku 2022	Ekonomi	Teknik Sipil, Program Kekhususan : Hidroteknik , Insinyur (lr) UNIVERSITAS SEBELAS MARET SURAKARTA Tahun 1988, Magister Manajemen Universitas Merdeka Malang Tahun 1999, Kajian Lingkungan dan Pembangunan (Dr) UNIVERSITAS BRAWIJAYA Tahun 2014
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Pengalaman Kerja

Staf Bappeda Kabupaten Tulungagung (Tahun 1989 - 1991), Kepala Seksi Tata Guna Tanah dan tata Ruang Bappeda Kabupaten Tulungagung (Tahun 1991 - 1997), Pj. Kepala Bidang Fisik dan Prasarana Bappeda Kabupaten Tulungagung (Tahun 1997), Pj. Kepala DPUD Kabupaten Dati II Tulungagung (Tahun 1997 - 2001), Pj. Kepala Sub Dinas Pekerjaan Umum PPW Kabupaten Tulungagung (Tahun 2001 – 2003), Bupati Tulungagung (Tahun 2003 – 2013), Staf Gubernur Jawa Timur (2013 – 2014), Kepala Dinas Peikanan dan Kelautan Provinsi Jawa Timur (Tahun 2014 – 2016), Kepala Dinas Kelautan dan Perikanan Provinsi Jawa Timur (Tahun 2016 – 2018), Sekretaris daerah Provinsi Jawa Timur (2018 – Sekarang)

Career History:

Regional Secretary of East Java Province (2014 up to present), Administration and General Affairs Assistant for Regional Secretariat of East Java Province (2009-2013), Head of Revenue Office of East Java Province (2003-2009), Head of Finance Bureau of Regional Secretariat of East Java Province (2000-2003), Head of Budgeting Department of Finance Bureau of East Java Province (1994-2000), Head Budgeting for Development Sub-Department of Finance Bureau of East Java Province (1990-1994), Head of Budgeting Development Level I Sub-Department of Finance Bureau (1988-1990), and Staff of Bookkeeping Department at Finance Bureau of Level I Regional Government (1985-1988).

Muham- mad Mas'ud	Mem- ber of Com- mit- tee/ Inde- pen- dent Com- mis- sioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Econo- my and Politics	State Administration major from the Faculty of Administration Science of Brawijaya University (1989) Master's degree in Management from Universitas Muhammadiyah Malang (1997) School of Political and International Studies of Flinders University, Adelaide, Australia (2005)
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Career History:

Assistant to the Special Staff for President in Regional Development and Autonomy (2011-2014), Head of Regional Research Board of Malang (2013-2016), member of Development Control and Acceleration Team of Kediri Regency (2013 up to present), Special Staff to the Minister of Social Affairs in HR Development and Ministerial Programs (2015-2018), Member of Expert Staff for the Mayor of Batu (2015-2016), Chairman of Regional Research Board of Bojonegoro Regency (2019 up to present), and Director of Postgraduate Program of Unisma Malang (2019 up to present).

Heru Tjahjono	Mem- ber of Com- mittee/ Inde- pen- dent Com- mis- sioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Economy	Bachelor's degree in Civil Engineering with specialization in Hydro Engineering from Universitas Sebelas Maret, Surakarta (1988), Master's degree in Management from Universitas Merdeka Malang (1999), and Doctorate degree in Environmental and Development Studies from Brawijaya University, Malang (2014).
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Pengalaman Kerja

Staff of Bappeda of Tulungagung Regency (1989-1991), Head of Land Use and Spatial Section of Bappeda of Tulungagung Regency (1991-1997), Act. Head of Physical and Infrastructure Department of Bappeda of Tulungagung Regency (1997), Act. Head of DPUD of Tulungagung Regency (1997-2001), Act. Head of Public Works Sub-Office of PPW of Tulungagung Regency (2001-2003), and Tulungagung Regent (2003-2013). He also served as a Staff of East Java Governor (2013-2014), Head of Fisheries and Maritime Office of East Java Province (2014-2016), Head of Maritime and Fisheries Office of East Java Province (2016-2018), and Regional Secretary of East Java Province (2018 up to present).

Budi Setiawan	Anggota/ Komisaris	Mulai Tahun 2019 s.d penutupan RUPS Tahunan Buku 2022	Ekonomi	Insinyur fakultas pertanian jurusan sosial ekonomi Universitas Pembangunan Nasional "Veteran" Jawa Timur tahun 1985, Magister Manajemen teknologi Institut Teknologi Sepuluh Nopember Surabaya tahun 2002, dan meraih gelar Dokt or (Dr) ilmu ekonomi universitas brawijaya malang tahun 2012.	Budi Setiawan	Member of Committee/ Commissioner	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	Economy	Bachelor's degree majoring in Social Economy from the Faculty of Agriculture of Universitas Pembangunan Nasional Veteran, East Java (1985), Master's degree in Technology Management from the Institut Teknologi Sepuluh Nopember, Surabaya (2002), and Doctorate degree in Economic Science from Brawijaya University, Malang (2012).
<p>Kepala Badan Pengelola Keuangan dan Aset Daerah (BPKAD) Provinsi Jawa Timur Badan Perencanaan Pembangunan Daerah (BAPPEDA) Provinsi Jawa Timur tahun 2017-2018,</p> <p>Kepala Dinas Perindustrian dan Perdagangan Provinsi Jawa Timur Dinas Perindustrian dan Perdagangan Provinsi Jawa Timur tahun 2011-2014,</p> <p>Kepala Biro Administrasi Perekonomian Sekretariat Daerah Provinsi Jawa Timur tahun 2010-2011,</p> <p>Kepala Bidang Ekonomi Badan Perencanaan Pembangunan Daerah Provinsi Jawa Timur tahun 2008 – 2010,</p> <p>Pj. Kepala Bidang Ekonomi Perencanaan Pembangunan Daerah Provinsi Jawa Timur tahun 2005-2008,</p> <p>Kepala Seksi Pertanian dan Kelautan Badan Perencanaan Pembangunan Daerah Provinsi Jawa Timur tahun 2001 – 2005.</p>				<p><i>Head of Regional Finance and Asset Management Office (BPKAD) of East Java Province, Regional Development Planning Agency (BAPPEDA) of East Java Province (2017-2018)</i></p> <p><i>Head of Industry and Trade Office of East Java Province (2011-2014),</i></p> <p><i>Head of Economic Administration Bureau at Regional Secretariat of East Java Province (2010-2011),</i></p> <p><i>Head of Economic Department at Regional Development Planning Agency of East Java Province (2008-2010),</i></p> <p><i>Act. Head of Economic Department at Regional Development Planning Agency of East Java Province (2005-2008)</i></p>					
Budi Sumarsono	Anggota/ Ex-Officio	Mulai Tahun 2019 s.d penutupan RUPS Tahunan Buku 2022	Profil lengkap tercantum dalam profil Pejabat Eksekutif.	Budi Sumarsono	Member Ex-Of-ficio	From 2019 until the closing of the Annual GMS of 2022 Fiscal Year	His detailed profile is available in the profile of Executive Officials		

Susunan anggota Komite Remunerasi dan Nominasi telah memenuhi persyaratan yang ditetapkan oleh Otoritas Jasa Keuangan dalam pasal 44 Peraturan Otoritas Jasa Keuangan Nomor 55/POJK.03/2016 Tentang Penerapan Tata Kelola Bagi Bank Umum yang menegaskan bahwa anggota Komite Remunerasi dan Nominasi paling sedikit beranggotakan 1 (satu) orang Komisaris Independen, 1 (satu) orang Komisaris dan, 1 (satu) orang Pejabat Eksekutif yang membawahkan fungsi sumber daya manusia atau 1 (satu) orang perwakilan pegawai.

MASA JABATAN KOMITE REMUNERASI & NOMINASI

Masa tugas Komite Remunerasi dan Nominasi ditentukan oleh Dewan Komisaris berdasarkan hasil keputusan rapat Dewan Komisaris, namun Masa jabatan Komite Remunerasi dan Nominasi tidak lebih lama dari masa jabatan Dewan Komisaris sebagaimana diatur dalam anggaran dasar dan dapat diangkat kembali untuk masa jabatan tertentu.

Apabila anggota Komisaris yang menjadi Ketua Komite Remunerasi dan Nominasi berhenti sebelum masa tugasnya sebagai Komisaris Perseroan, maka Ketua Komite Remunerasi dan Nominasi digantikan oleh Komisaris Independen lainnya.

INDEPENDENSI KOMITE REMUNERASI & NOMINASI

Komite Remunerasi dan Nominasi menjalankan tugas, tanggung jawab dan wewenangnya secara profesional dan independen, tanpa campur tangan dari pihak manapun yang tidak sesuai dengan peraturan perundang-undangan.

Anggota Komite Remunerasi dan Nominasi telah memenuhi semua kriteria independensi dan mampu untuk menjalankan tugasnya secara independen, menjunjung tinggi kepentingan Bank dan tidak dapat dipengaruhi oleh pihak manapun. Hal ini dapat dilihat dari mayoritas Komisaris yang menjadi anggota Komite Remunerasi dan Nominasi merupakan Komisaris Independen.

TUGAS DAN TANGGUNG JAWAB KOMITE REMUNERASI DAN NOMINASI

Komite Nominasi dan Remunerasi mempunyai tugas dan tanggung jawab paling kurang:

1. Terkait dengan fungsi Nominasi:
 - memberikan rekomendasi kepada Dewan Komisaris mengenai struktur, kebijakan dan besaran atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris;
 - membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian Remunerasi yang diterima masing-masing anggota Direksi dan/atau anggota Dewan Komisaris.
 - Dalam melaksanakan fungsi remunerasi sebagaimana dimaksud poin 1 diatas, maka Komite Remunerasi dan Nominasi wajib melakukan prosedur :

The composition of members of the Remuneration and Nomination Committee has fulfilled the requirements set by the Financial Services Authority (OJK) in article 44 of the Financial Services Authority Regulation Number 55/POJK.03/2016 concerning Implementation of Governance for Public Banks which confirms that members of the Remuneration and Nomination Committee must have at least 1 (one) Independent Commissioner member, 1 (one) Commissioner member and 1 (one) Executive Officer in charge of human resource functions or 1 (one) employee representative.

TERM OF OFFICE OF REMUNERATION AND NOMINATION COMMITTEE

The term of office of the Remuneration and Nomination Committee is determined by the Board of Commissioners based on the decision of the Board of Commissioners' meeting, but the term of office of the Remuneration and Nomination Committee is no longer than the term of office of the Board of Commissioners as stipulated in the articles of association and can be reappointed for a certain term of office.

If a member of the Board of Commissioners who becomes the Chairperson of the Remuneration and Nomination Committee quits before his term of office as a Commissioner of the Company, the Chairperson of the Remuneration and Nomination Committee is replaced by another Independent Commissioner.

INDEPENDENCY OF REMUNERATION AND NOMINATION COMMITTEE

The Remuneration and Nomination Committee carries out its duties, responsibilities and authority professionally and independently, without interference from any party that is not in accordance with the laws and regulations.

Members of the Remuneration and Nomination Committee have fulfilled all the independence criteria and are able to carry out their duties independently, uphold the interests of the Bank and cannot be influenced by any party. This can be seen from the majority of Commissioners who are members of the Remuneration and Nomination Committee who are Independent Commissioners.

DUTIES AND RESPONSIBILITIES OF REMUNERATION AND NOMINATION COMMITTEE

The duties and responsibilities of Nomination and Remuneration Committee are as follows:

1. Related to Nomination function
 - provide recommendations to the Board of Commissioners regarding the structure, policies and amount of Remuneration for members of the Board of Directors and/or members of the Board of Commissioners;
 - assist the Board of Commissioners in evaluating performance in accordance with the remuneration received by each member of the Board of Directors and/or members of the Board of Commissioners.
 - In carrying out the remuneration function as referred to in point 1 above, the Remuneration and Nomination Committee must perform the procedure:

- Menyusun struktur Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris berupa gaji, honorarium, insentif, tunjangan yang bersifat tetap dan/atau variabel;
 - Menyusun kebijakan atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris;
 - Menyusun besaran atas Remunerasi bagi anggota Direksi dan/atau anggota Dewan Komisaris;
- Develop a Remuneration structure for members of the Board of Directors and/or members of the Board of Commissioners in the form of salaries, honorarium, incentives, permanent and/or variable visits;
 - Formulate policies on Remuneration for members of the Board of Directors and/or members of the Board of Commissioners;
 - Arrange the amount of Remuneration for members of the Board of Directors and/or members of the Board of Commissioners;
2. Penyusunan struktur, kebijakan dan besaran atas Remunerasi harus memperhatikan:
- Remunerasi yang berlaku pada industri sesuai dengan kegiatan usaha dan skala usaha sejenis dalam industrinya (*peer group*);
 - tugas, tanggung jawab, dan wewenang anggota Direksi dan/atau anggota Dewan Komisaris dikaitkan dengan pencapaian tujuan dan kinerja bank;
 - target kinerja atau kinerja masing-masing anggota Direksi dan/atau anggota Dewan Komisaris; dan
 - keseimbangan tunjangan antara yang bersifat tetap dan bersifat variabel.
- The preparation of the structure, policy and amount of Remuneration must pay attention to:
 - Remuneration applicable to the industry in accordance with business activities and similar business scales in its industry (*peer groups*);
 - the duties, responsibilities and authority of members of the Board of Directors and/or members of the Board of Commissioners are related to the achievement of the objectives and performance of the bank;
 - performance targets or the performance of each member of the Board of Directors and/or members of the Board of Commissioners; and
 - a balance of benefits between those that are permanent and variable.
3. Membantu Dewan Komisaris dalam memberikan rekomendasi tentang sistem penggajian/pengupahan, pemberian tunjangan dan fasilitas bagi pegawai.
- Assist the Board of Commissioners in providing recommendations on payroll/wage systems, provision of benefits and facilities for employees.
4. Membantu Dewan Komisaris dalam memberikan rekomendasi tentang sistem kompensasi serta manfaat lainnya bagi pegawai.
- Assist the Board of Commissioners in providing recommendations on compensation systems and other benefits for employees.
5. memastikan bahwa kebijakan remunerasi telah sesuai dengan ketentuan; dan
- ensure that the remuneration policy complies with the provisions; and
6. melakukan evaluasi secara berkala terhadap penerapan kebijakan remunerasi;
- conduct periodic evaluations of the implementation of remuneration policies;
2. Terkait dengan fungsi Remunerasi
- Memberikan rekomendasi kepada Dewan Komisaris mengenai komposisi jabatan anggota Direksi dan/atau anggota Dewan Komisaris;
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi.
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai kebijakan evaluasi kinerja bagi anggota Direksi dan/atau anggota Dewan Komisaris;
 - Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi;
 - Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris;
 - Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS;
 - Memberikan rekomendasi mengenai Pihak Independen yang akan menjadi anggota komite audit dan anggota komite pemantau risiko;
- Provide recommendations to the Board of Commissioners regarding the composition of the positions of members of the Board of Directors and/or members of the Board of Commissioners;
 - Provide recommendations to the Board of Commissioners regarding the policies and criteria needed in the Nomination process.
 - Provide recommendations to the Board of Commissioners regarding performance evaluation policies for members of the Board of Directors and/or members of the Board of Commissioners;
 - Assist the Board of Commissioners in evaluating the performance of members of the Board of Directors and/or members of the Board of Commissioners based on benchmarks that have been prepared as evaluation material;
 - Provide recommendations to the Board of Commissioners regarding the capacity building program for members of the Board of Directors and/or members of the Board of Commissioners;
 - Provide proposals for candidates who qualify as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS;
 - Provide recommendations regarding Independent Parties who will become members of the audit committee and members of the risk monitoring committee;

- Membantu Dewan Komisaris dalam menyusun dan menganalisis kriteria pemberhentian Dewan Komisaris dan Direksi;
- Membantu Dewan Komisaris memantau pelaksanaan dan menganalisis kriteria dan prosedur seleksi bagi calon pejabat eksekutif bank.
- Dalam melaksanakan fungsi Nominasi, Komite Remunerasi dan Nominasi wajib melakukan prosedur sebagai berikut:
 - menyusun komposisi dan proses Nominasi anggota Direksi dan/atau anggota Dewan Komisaris;
 - menyusun kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi calon anggota Direksi dan/atau anggota Dewan Komisaris;
 - membantu pelaksanaan evaluasi atas kinerja anggota Direksi dan/atau anggota Dewan Komisaris;
 - menyusun program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris; dan
 - menelaah dan mengusulkan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.
- Assist the Board of Commissioners in compiling and analyzing dismissal criteria for the Board of Commissioners and Directors;
- Assist the Board of Commissioners in monitoring the implementation and analysis of selection criteria and procedures for bank executive candidates.
- In carrying out the Nomination function, the Remuneration and Nomination Committee must carry out the following procedures:
 - compile the composition and process of nomination of members of the Board of Directors and/or members of the Board of Commissioners;
 - formulate policies and criteria needed in the process of nominating candidates for members of the Board of Directors and/or members of the Board of Commissioners;
 - assist in the evaluation of the performance of members of the Board of Directors and/or members of the Board of Commissioners;
 - formulate a capacity building program for members of the Board of Directors and/or members of the Board of Commissioners; and
 - review and propose candidates who qualify as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

WEWENANG KOMITE REMUNERASI & NOMINASI

Dewan Komisaris memberikan kewenangan kepada Komite Remunerasi dan Nominasi dalam lingkup tanggung jawab untuk :

1. Memperoleh berbagai informasi yang diperlukan dalam rangka pelaksanaan fungsi Nominasi dan Remunerasi dari berbagai pihak baik internal maupun eksternal bank.
2. Mendapatkan saran atau masukan yang diperlukan dalam rangka pelaksanaan fungsi Nominasi dan Remunerasi baik dari pihak internal maupun eksternal bank.

RAPAT KOMITE REMUNERASI DAN NOMINASI SELAMA TAHUN 2019

Selama tahun 2019, Komite Remunerasi dan Nominasi telah melaksanakan rapat sebanyak 22 kali yang semuanya telah didokumentasikan dengan baik dalam notulen rapat. Dengan rincian tingkat kehadiran dan frekuensi rapat sebagai berikut:

NAMA	JABATAN	JUMLAH RAPAT	KEHADIRAN	%
Candra Fajri A	Ketua	22	22	100
Akhmad Sukardi	Anggota	22	21	95
Budi Setiawan	Anggota	22	21	95
Rudi Purwono	Anggota	22	18	81
Divisi Human Capital	Anggota	22	5	22

AUTHORITY OF REMUNERATION AND NOMINATION COMMITTEE

The Board of Commissioners authorizes the Remuneration and Nomination Committee within the scope of responsibility for:

1. Obtaining various information needed for the implementation of the Nomination and Remuneration function from various parties, both internal and external to the bank.
2. Obtaining the advice or input needed in the context of the implementation of the Nomination and Remuneration function from both internal and external parties of the bank.

MEETINGS OF REMUNERATION AND NOMINATION COMMITTEE IN 2019

During 2019, the Remuneration and Nomination Committee has held 22 meetings which were documented in the minutes of the meeting. In detail, the level of attendance and frequency of Remuneration and Nomination Committee meetings are as follows:

Name	Position	Total Meetings	Attendance	%
Candra Fajri A	Head of Committee	22	22	100
Akhmad Sukardi	Member of Committee	22	21	95
Budi Setiawan	Member of Committee	22	21	95
Rudi Purwono	Member of Committee	22	18	81
Human Capital Division	Member of Committee	22	5	22

Tanggal	Agenda	Peserta
08 Februari 2019	Pembahasan terkait masalah hasil konsultasi Dewan Komisaris dengan OJK KR IV	Candra Fajri A Nur Eko A Nurhadi Herry Hendarto
15 Februari 2019	Pembahasan mengenai konsep surat pengumuman pendaftaran Calon Direksi Bank Jatim Pembahasan <i>Time Schedule</i> proses penjurangan Direksi Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
28 Februari 2019	Pembahasan Rekapitulasi data pelamar calon Direksi Bank Jatim Pembahasan Parameter/ <i>assessment</i> Calon Direksi Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
13 Maret 2019	Pembahasan Usulan Pemberian Uang Cuti oleh Direksi	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Nur Eko A
18 April 2019	Pembahasan mengenai masa Tugas Dewan Pengawas Syariah Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Nur Eko A
23 April 2019	Pembahasan mengenai Rekomendasi Calon Dewan Pengawas Syariah	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
02 Mei 2019	Pembahasan mengenai <i>assessment</i> calon Direksi Bank Jatim Pembahasan masalah penambahan anggota Dewan Komisaris Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono

Date	Agenda	Meeting Participants
February 8, 2019	Discussion regarding issues resulting from the Board of Commissioners' consultation with OJK KR IV	Candra Fajri A Nur Eko A Nurhadi Herry Hendarto
February 15, 2019	Discussion on the draft announcement letter for registration of Prospective Directors of Bank Jatim Discussion of <i>Time Schedule</i> in the selection process of the Directors of Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
February 28, 2019	Discussion on the Recapitulation of applicant candidate data for the Directors of Bank Jatim Discussion of Parameters/ <i>assessments</i> for Prospective Directors of Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
March 13, 2019	Discussion on Proposal for Giving Leave Money by the Directors	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Nur Eko A
March 18, 2019	Discussion on the term of Duty of the Bank Jatim Sharia Supervisory Board	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Nur Eko A
April 23, 2019	Discussion on Recommendations for Candidates for the Sharia Supervisory Board	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
May 2, 2019	Discussion on the Assessment of candidates for the Directors of Bank Jatim Discussion on the issue of adding members of the Bank Jatim Board of Commissioners	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono

13 Mei 2019	Pembahasan mengenai daftar nama – nama peserta <i>assessment</i> calon Direksi Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	May 3, 2019	<i>Discussion on the list of names of candidates for the Assessment of the Directors of Bank Jatim</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
29 Mei 2019	Pembahasan Mengenai hasil <i>assessment</i> Calon Direksi Bank Jatim Pembahasan mengenai penjaringan Komisaris Independen Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	May 29, 2019	<i>Discussion Regarding the results of the Assessment of Prospective Directors of Bank Jatim</i> <i>Discussion on the selection of Independent Commissioners of Bank Jatim</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
13 Juni 2019	Pembahasan Hasil Audiensi dengan Gubernur Jawa Timur terkait calon pengurus Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	June 13, 2019	<i>Discussion of Hearing Results with the Governor of East Java related to the candidate for the management of Bank Jatim</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
17 Juni 2019	Pembahasan Evaluasi Akhir Calon Dewan Komisaris dan Direksi Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	June 17, 2019	<i>Discussion on the Final Evaluation of Candidates for the Board of Commissioners and Directors of Bank Jatim</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
25 Juni 2019	Pembahasan Evaluasi Remunerasi dan Fasilitas bagi Dewan Komisaris dan Direksi	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	June 25, 2019	<i>Discussion on Remuneration Evaluation and Facilities for the Board of Commissioners and Directors</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
09 Juli 2019	Pembahasan Pendapat Divisi Hukum terkait Remunerasi Pengurus Bank Jatim (SK Dewan Komisaris nomor 058/005/DK/KEP Tanggal 27 Juni 2019)	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	July 9, 2019	<i>Discussion of Legal Division Opinions related to the Remuneration of the Managers of East Java Bank (Decree of the Board of Commissioners number 058/005/DK/KEP dated June 27, 2019)</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
03 September 2019	Pembahasan Terkait Perkembangan proses <i>Fit and Proper</i> Calon Pengurus Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	September 3, 2019	<i>Discussion Related to the Development of the Fit and Proper Process for Candidates for the Management of Bank Jatim</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
20 September 2019	Pembahasan Terkait Usulan Rencana Mutasi Pegawai	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	September 20, 2019	<i>Discussion Related to Proposed Employee Transfer Plan</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono

04 oktober 2019	Pembahasan Terkait Penyesuaian Ketentuan Perjalanan Dinas Pengurus (Dewan Komisaris, Direksi, Dewan Pengawas) Pembahasan Revisi ketentuan jangka waktu <i>Car Ownership Program (COP)</i>	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	October 4, 2019	Discussion Regarding Adjustments to Travel Regulations of Management Offices (Board of Commissioners, Directors, Board of Trustees) Discussion on the revision of the terms of the Car Ownership Program (COP)	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
22 Oktober 2019	Pembahasan mengenai Usulan Direksi terkait pemberian Tunjangan Pakaian Dinas Smart Casual Pengurus, Pegawai dan Tenaga Ahli Daya PT Bank Pembangunan Daerah Jawa Timur Tbk	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Budi Sumarsono (Pemimpin Divisi Human Capital)	October 22, 2019	Discussion on the Board of Directors' Proposal related to the awarding of the Smart Casual Clothing Office of the Management, Staff and Expert Power of PT Bank Pembangunan Daerah East Java Tbk	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Budi Sumarsono (User of Human Capital Division)
01 November 2019	Pembahasan Terkait Status Direktur Perseroan	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono Budi Sumarsono (Pemimpin Divisi Human Capital)	November 1, 2019	Discussion Related to the Status of the Company's Directors	1. Candra Fajri A 2. Akhmad Sukardi 3. Budi Setiawan 4. Rudi Purwono 5. Budi Sumarsono (User of Human Capital Division)
12 November 2019	Pembahasan Status Sdr. Hadi Santoso sebagai Direktur Perseroan Bank Jatim Pembahasan <i>Time Schedule</i> Bank Jatim	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono	November 12, 2019	1. Discussion on the status of Mr. Hadi Santoso as Director of the Bank Jatim Company 2. Discussion of Bank Jatim Time Schedule	Candra Fajri A Akhmad Sukardi Budi Setiawan Rudi Purwono
23 Desember 2019	Pembahasan Perkembangan Proses Penjaringan Direktur Utama dan Direktur Konsumer, Ritel & Usaha Syariah Bank Jatim	Candra Fajri A Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono	December 23, 2019	Discussion on the Development Process of the Selection of President Director and Director of Consumer, Ritel & Syariah Business Bank Jatim	Candra Fajri A Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono
27 Desember 2019	Pembahasan Pengumuman Persyaratan Direktur Utama dan Direktur Konsumer, Ritel & Usaha Syariah Bank Jatim	Candra Fajri A. Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono	December 27, 2019	Discussion on Announcement of Requirements for President Director and Director of Consumer, Ritel & Syariah Business Bank Jatim	Candra Fajri A. Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono
30 Desember 2019	Pembahasan terkait perpanjangan pengumuman pendaftaran Direktur Utama & Direktur Konsumer, Ritel & Usaha Syariah Pembahasan terkait rencana tambahan penghasilan 1x di akhir tahun (Uang Pendidikan)	Candra Fajri A. Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono	December 30, 2019	1. Discussion regarding the extension of the registration announcement of the President Director & Director of Consumer, Retail & Sharia Business 2. Discussion related to the plan for additional income 1x at the end of the year (Education Fund)	Candra Fajri A. Akhmad Sukardi Muhammad Mas:ud Budi Sumarsono