

Nomination of the Board of Commissioners, Sharia Supervisory Board (DPS), & Board of Directors



The Remuneration and Nomination Committee is a body established by the Board of Commissioners, tasked with assisting the implementation and oversight of activities related to remuneration and nomination in accordance with the BCAS Articles of Association and prevailing regulations.

The purpose of the Remuneration and Nomination Committee establishment is to facilitate the Board of Commissioners in carrying out their duties and responsibilities related to providing recommendations regarding nomination and remuneration for members of the Board of Commissioners, Sharia Supervisory Board (DPS) and Board of Directors.

Duties and Responsibilities

- a. Evaluate the Remuneration policy based on performance, risk, fairness with peer groups, long-term goals and strategies, fulfilment of reserves as stipulated in the provisions of laws and regulations, as well as the potential income of the bank in the future.
- b. Present the evaluation results and recommendations to the Board of Commissioners regarding:
 - Remuneration Policy for the Board of Directors, Board of Commissioners, and Sharia Supervisory Board to be presented to the general meeting of shareholders, and
 - Remuneration Policy for Employees to be presented to the Board of Directors.
- c. Ensure that the Remuneration policy is in accordance with the provisions. The Remuneration Policy at least contains:
 - Remuneration structure which at least includes:
 - Remuneration scale based on level and position, and

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- Remuneration components.
 - Methods and mechanisms for determining Remuneration.
- d. Arrange, identify and provide recommendations regarding:
 - Systems and procedures for the selection and/or replacement of members of the Board of Directors, members of the Board of Commissioners and members of the DPS to the Board of Commissioners to be submitted to the General Meeting of Shareholders (RUPS).
 - Independent parties who will become members of the Audit Committee and members of the Risk Monitoring Committee to the Board of Commissioners.
- e. Develop mechanisms and conduct performance appraisals of the Board of Directors, Board of Commissioners and Sharia Supervisory Board.
- f. If required, the committee may involve independent parties outside the members of the Remuneration and Nomination Committee to assist in the implementation of their duties.