

**DECREE OF THE BOARD OF DIRECTORS OF
PT Bank BTPN Syariah Tbk
Number: SK. 004/DIR/CSGC/IV/2021**

**Regarding
The Composition of the Members of the Nomination and Remuneration Committee (Period of
2021-2023)
At PT Bank BTPN Syariah Tbk**

- Considering** :
1. Whereas in the framework of manifesting the application of Good Corporate Governance principles within the milieu of PT Bank BTPN Syariah Tbk (the "Company") in general as well as to improve effectiveness of work performance, responsibilities and quality of the Board of Commissioners, therefore, in order to reduce deviation in the management of the Company, then, it is necessary to establish an independent and professional committee in its own sector as the supporting apparatus to the Board of Commissioners;
 2. The appointment of the Nomination and Remuneration Committee needs to be set out in the Decree of the Board of Directors;
 3. Due to the effective service of the new Executive Officer in the Human Resources Sector at BTPN Syariah.
- Bearing in Mind** :
1. Regulation of Bank Indonesia Number 11/33/PBI/2009 dated December 7, 2009, regarding the Implementation of Good Corporate Governance for Sharia Commercial Banks and Sharia Business Units, Article 11 paragraph (1) "whereas in the framework of supporting the effectiveness of performance of its duties and responsibilities, the Board of Commissioners will be obliged to establish at least the Risk Monitoring Committee, the Nomination and Remuneration Committee, and the Audit Committee", and Article 34 "The Members of the Risk Monitoring Committee as referred to in Article 11 paragraph (1) letter a, must be at least consisting of 2 (two) Independent Commissioners and an Executive Officer supervising the Human Resources";
 2. POJK Number 34/POJK.04/2014 regarding the Nomination and Remuneration Committee of the Issuer or Public Company dated December 8, 2015;
 3. The Articles of Association of BTPN Syariah;
 4. The Work Guidelines and Code of Conduct of the Board of Commissioners of the Company, Article 4 paragraph 4.1 whereas in the framework of supporting the effectiveness of performance of duties and responsibilities, the Board of Commissioners will be obliged to establish at least the Audit Committee, the Risk Monitoring Committee, and the Nomination and Remuneration Committee;
 5. The Circular Resolution of the Board of Commissioners in lieu of the resolution adopted in the Meeting of the Board of Commissioners No. 003/CIR/DEKOM/IV/2020 dated April 09, 2021, regarding the Approval of the Board of Commissioners in relation to the Appointment of the Candidates for the Members of the Board of Directors and the Transitional Period of the Membership of the Nomination and Remuneration Committee at PT Bank BTPN Syariah Tbk;
 6. The Organizational Structure of the Company dated April 21, 2021.

SK. 004/DIR/CSGC/IV/2021

HAS DECIDED

To Stipulate : The Decree of the Board of Directors regarding the Stipulation on the Composition of the Members of the Nomination and Remuneration Committee of the Company (Hereinafter will be referred to as the "Committee").

First : Stipulate the term of office of the Committee effective on April 21, 2021, up to the end of the term of office of the Board of Commissioners at the closing of the third Annual General Meeting of Shareholders in the year 2023, without prejudice to the changes which could take place before such period;

Second : Stipulate and ratify the Composition of the Members of the Committee as following:

Chairman:

Kemal Azis Stamboel (President/Independent Commissioner)

Members:

- a. Dewie Pelitawati (Independent Commissioner)
- b. Mahdi Syahbuddin (Commissioner)
- c. Yenny Lim (Commissioner)
- d. Ibnu Agung Mulyanyo (Executive Officer in Human Capital sector) – concurrently serving as the Secretary of the Committee

Second : With the effective application of this Decree, then, the Decree of the Board of Directors of the Bank No. SK.025/DIR/CSGC/X/2020 dated October 15, 2020, is declared of being no longer effective.

Other matters which are not yet stipulated or have not yet been sufficiently stipulated in this Decree will be further arranged and stipulated in a separate provision.

Stipulated in: Jakarta

On: April 21, 2021

PT BANK BTPN SYARIAH TBK

The Board of Directors

[signature affixed]

Hadi Wibowo

President Director

[signature affixed]

Arief Ismail

Compliance Director