



## HUMAN CAPITAL MANAGEMENT PROGRAMS IN 2022

### EMPLOYEE ENGAGEMENTS

To maintain the emotional attachment of employees to the Company, Bank Mandiri carries out several programs, one of which is by improving the welfare of all employees hence they can synergize to create optimum productivity. The welfare improvement program of the Bank's employees is provided materially and non-materially. The following are the Bank's employee engagement programs.

#### Employee Remuneration

Remuneration for Bank Mandiri employees is given based on prevailing regulations. The remuneration amount is adjusted to the applicable internal provisions and is above the Minimum Wage standard applicable in the Bank Mandiri's operational area. Nevertheless, Bank Mandiri strives to maintain employee remuneration to remain competitive and in accordance with the Bank's remuneration strategy.

In each level of position, Bank Mandiri does not distinguish between basic salary and remuneration between female and male employees. The ratio of basic salary and remuneration between female and male employees is 1:1. The salaries and facilities are set according to position and performance, not over gender.

#### Allowances

As an effort to maintain employee loyalty, Bank Mandiri also provides benefits. Employee benefits are provided according to the status (fixed, contractual, trainee) and type of employment of the employee.

#### Maternity Leaves

Bank Mandiri provides maternity leave for female employees, and a paternity leave for male employees by providing their rights in accordance with prevailing regulations and laws. Bank Mandiri accepts employees to return after the leave period ends, and employees can attain to their previous positions.

In 2022, a total of 1,759 employees took the maternity leave consisted of 1,169 female employees and 590 male employees. A decrease of 5.79% from 1,861 employees in the previous year (1,217 female employees and 644 male employees).

Of the number of employees who took maternity leave, 100% of employees have returned to work after the leave ends. In addition, 100% of employees who in the previous year took maternity leave, have returned to work at Bank Mandiri after the leave ends. The high percentage of employees

returning to work after maternity leave shows that Bank Mandiri is an 'employer of choice' and provides support to female employees.

#### Pension Plans

As a form of appreciation to employees who have served, Bank Mandiri provides pension program trainings for employees who retire to maintain their welfare. Bank Mandiri's pension program consists of pension funds and training prior to retirement. Bank Mandiri's pension fund is managed by the Pension Fund that has been established by the Bank. Bank Mandiri's pension fund is provided through fixed contributions, apart from the defined benefit pension plan derived from each pension fund of the merged participating banks.

For employees entering retirement, Bank Mandiri provides special seminars for the prospective retirees to remain prosperous and productive during retirement. Various topics related to self-employment, health, and psychology are discussed in this seminar. In 2022, the training before retirement was attended by 22 batches with a total of 313 employees who will retire within the next 0-1 year. This training was conducted for 3 days offline