



REMUNERATION AND NOMINATION COMMITTEE

Name	Position	Period	Education	Professional Background
Rionald Silaban	Member	1 January – 31 December 2022	<ul style="list-style-type: none"> Bachelor of Law Master of Law Center 	Professional background in finance and human capital.
Arif Budimanta	Member	1 January – 31 December 2022	<ul style="list-style-type: none"> Bachelor in Soil Science Master of Sains in Natural Resources Economics Doctorate in Social and Political Science 	Professional background in banking.
Muliadi Rahardja	Member	10 March – 31 December 2022	<ul style="list-style-type: none"> Bachelor of Accounting Master of Business Administration in Finance 	Professional background in banking and corporate oversight

Remuneration and Nomination Committee Independence

All members of the Remuneration and Nomination Committee from independent parties do not have financial, management, shareholding and/or family relations with the Board of Commissioners, Directors and/or Controlling Shareholders or relationship with Bank Mandiri, which can affect its ability to act independently.

Remuneration and Nomination Committee Independence

Independence Aspects	M. Chatib Basri	Andrinof A. Chaniago	Rionald Silaban	Arif Budimanta	Muliadi Rahardja
Does not have financial relations with the Board of Commissioners and Directors	✓	✓	✓	✓	✓
Does not have management relations in the company, subsidiaries, or affiliates	✓	✓	✓	✓	✓
Does not have shareholding relations in the company	✓	✓	✓	✓	✓
Does not have family relations with the Board of Commissioners, Directors and/or with fellow members of Committee	✓	✓	✓	✓	✓
Does not serve as the management in political parties, officials and in the government	✓	✓	✓	✓	✓

Meetings of Remuneration and Nomination Committee

The Remuneration and Nomination Committee holds regular meetings at least 1 (one) time in 4 (four) months. The meetings can only be held if attended by at least 51% of the total committee members including 1 (one) Independent Commissioner and 1 (one)

Executive in charge of the Human Resources function or 1 (one) employee representative.

Decisions of the Remuneration and Nomination Committee meetings are taken based on deliberation to reach consensus. The meeting shall be chaired by the Chairman of the Remuneration and Nomination Committee or other member that serves as Independent Commissioner, if the Chairman of the Remuneration and Nomination Committee is unable to attend.

Each Remuneration and Nomination Committee meeting is outlined in the minutes of the meeting, including dissenting opinions, which are signed by all members of the Committee present and submitted to the Board of Commissioners.

During 2022, 15 meetings were held with the following agenda.

REMUNERATION AND NOMINATION COMMITTEE

Remuneration and Nomination Committee Meeting Agenda

No.	Date	Meeting Agenda	Quorum
1.	10 February 2022	Bank Mandiri Talent Pool Update	100%
2.	10 March 2022	Proposal of Bank Mandiri Management at the Annual GMS for the 2021 Financial Year	100%
3.	17 March 2022	Proposed Remuneration in 2022 and Tantiem for 2021 Performance	100%
4.	20 April 2022	PA Board Proposal	100%
5.	25 April 2022	<i>Long Term Incentive (LTI) of the Board of Commissioners and Directors of Bank Mandiri</i>	100%
6.	11 May 2022	Discussion on Bank Mandiri's Long Term Incentive (LTI) Scheme Proposal	100%
7.	25 May 2022	<i>Progress of Strategic Workforce Program</i>	100%
8.	02 June 2022	Proposal of the Company's Representative as a Member of the Board of Commissioners and Board of Directors of a Subsidiary	100%
9.	12 July 2022	1. Proposed ESG Group Formation 2. Proposal of the Management of the Subsidiary	100%
10.	04 August 2022	Proposal of the Management of the Subsidiary	80%, Absentee: Rionald Silaban
11.	18 August 2022	Proposal of the Management of the Subsidiary	100%
12.	15 September 2022	Proposed Establishment of Digital Marketing Group Organizational Structure and Closure of Credit Control & Supervision Group Organizational Structure.	100%
13.	13 October 2022	Proposal of the Management of the Subsidiary	100%
14.	24 November 2022	Tantiem Budget Consulting 2023	100%
15.	08 December 2022	Proposed Merger of Office of The Board Group and Corporate Secretary Group	100%

Meeting Frequency and Attendance of the Remuneration and Nomination Committee

The following were meeting frequency and attendance of members of the Remuneration and Nomination Committee in 2022.

Remuneration and Nomination Committee Meeting Frequency and Attendance

Name	Position	Total Meetings	Total Attendance	(%)
M. Chatib Basi	Chairman and Member	15	15	100%
Andrinof A. Chaniago	Member	15	15	100%
Rionald Silaban	Member	15	14	93%
Arif Budimanta	Member	15	15	100%
Muliadi Rahardja*	Member	15	15	100%

*) Appointed as Independent Commissioner at the Annual GMS dated 10 March 2022.

The Key Performance Indicators Achievement of the Remuneration and Nomination Committee

The achievements of the KPI of the Remuneration and Nomination Committee in 2022 could be seen from the realization of the work plan, the quality of the recommendations

that have been compiled, and the quality of communication that has been made both with the Board of Commissioners, Directors, and Heads of related Units.

In general, all Committee work programs as stated in the 2022 Remuneration and Nomination Committee Work Plan had been well realized. In addition, all recommendations of the

Remuneration and Nomination Committee had been accepted by the Board of Commissioners and had been taken into consideration in the decision-making process on the proposals submitted by the Board of Directors. As for the communication aspect, during 2022 good and intense communication had been established to discuss issues at Bank Mandiri and the progress of the follow-up resolutions made by the Board of Directors.