

HUMAN CAPITAL MANAGEMENT PROGRAM IN 2023

EMPLOYEE ENGAGEMENTS

To maintain employees' emotional attachment to the Company, Bank Mandiri implements various methods, one of which is by implementing an increase in the welfare of all employees in order to spur the creation of optimal productivity. Improvement of the welfare of Bank employees is provided materially and non-materially. The following is a description of several employee engagement improvement programs carried out by Bank Mandiri.

Employee Remuneration

The remuneration of Bank Mandiri employees is determined by referring to prevailing regulations. The amount of remuneration is adjusted to the applicable internal regulations and is above the Minimum Wage standard applicable in Bank Mandiri's operational area. Nevertheless, Bank Mandiri strives to maintain employee remuneration to remain competitive and in line with the Bank's remuneration strategy.

Bank Mandiri does not distinguish between basic salary and remuneration between female and male at each level of position. The ratio of basic salary and remuneration between female and male is 1:1. Salaries and facilities are set according

to position and performance, not based on gender differences.

Allowances

Bank Mandiri also provides benefits as an effort to maintain employee loyalty. Employee benefits are provided according to the employee's employment status, level, and type of work.

Maternity Leave Provisions

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.

During 2023, a total of 1,633 employees taking maternity leave consisting of 1,007 female employees and 603 male employees. This number decreased by 7.16% from previous year's 1,759 employees (1,169 female employees and 590 male employees).

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

return to work after maternity leave indicates that Bank Mandiri is an 'employer of choice' and provides adequate support for the development of female employees.

Pension Plan

Bank Mandiri's pension program is provided in the form of pension funds and training before retirement.

Bank Mandiri's pension fund is managed by the Pension Fund established by the Bank. Bank Mandiri's type of pension fund program is a defined contribution program, in addition to a special defined benefit pension program for employees who join the Bank.

As a form of appreciation to employees who have served, Bank Mandiri also provides pension program training for employees who will enter retirement to maintain welfare and remain productive in retirement.

Various topics related to self-employment, health, and psychology are discussed in this seminar. For 2023, the training before retirement is attended by 31 batches with a total of 379 employees who will retire within the next 0-1 year. This training is conducted for 2-3 days offline.