

REMUNERATION AND NOMINATION COMMITTEE

Remuneration and Nomination Committee Independence

Independence Aspects	M. Chatib Basri	Andrinof A. Chaniago	Muliadi Rahardja	Rionald Silaban	Arif Budimanta
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 2023, 12 (twelve) meetings were held with the following agenda.

Remuneration and Nomination Committee Meeting Agenda

No.	Date	Meeting Agenda	Additional Information	Quorum
1.	09 February 2023	Proposal for Nomination of Candidates for the Board of Directors in Bank Mandiri's Annual GMS for Fiscal Year 2022.	Nomination Related	100%
2.	23 February 2023	Talent Pool Proposal	Nomination Related	100%
3.	9 March 2023	Proposed Remuneration of the Board of Directors and Board of Commissioners for 2023 and Tantiem and Long-Term Incentive (LTI) for Fiscal Year 2022.	Remuneration Related	100%
4.	14 March 2023	Proposal of Bank Mandiri Management at the Annual GMS for Fiscal Year 2022.	Nomination Related	100%
5.	17 April 2023	<ul style="list-style-type: none"> Proposal of the Company's Representative as a Member of the Board of Commissioners and Directors of the Company's Subsidiaries. Interview of Prospective Director of Subsidiary Company. 	Nomination Related	100%
6.	11 May 2023	Proposed alignment of Bank Mandiri's organizational structure.	Nomination Related	100%
7.	25 May 2023	Proposal of the Company's Representative as a Member of the Board of Commissioners and Directors of the Company's Subsidiaries.	Nomination Related	100%
8.	27 July 2023	<ul style="list-style-type: none"> Proposal of the Company's Representative as Director of the Company's Subsidiary. Proposed Adjustment of Organizational Structure in the Directorate of Information Technology and Directorate of Treasury & International Banking. 	Nomination Related	100%
9.	14 September 2023	LTI Proposal	Remuneration Related	80%
10.	23 November 2023	<ul style="list-style-type: none"> Proposed dismissal and appointment of Group Head Corporate Secretary. Group Head Corporate Secretary Candidate Interview. 	Nomination Related	100%
11.	28 November 2023	Tantiem Budget Consultation in RKAP Year 2024.	Remuneration Related	100%
12.	13 December 2023	<ul style="list-style-type: none"> Proposed Key Performance Indicators (KPIs) of Collective and Individual Directors in 2023. Proposal of the Company's Representative as a Member of the Board of Commissioners and Directors of the Company's Subsidiaries. 	Nomination Related	100%