

## BOARD OF COMMISSIONERS

### Board of Commissioners' Performance Assessment Criteria and Results

The Board of Commissioners' performance assessment is measured by the achievement of Key Performance Indicators (KPIs) that have been prepared at the beginning of the year, which include aspects of Planning, Supervision and Advice, Reporting, and Business Dynamics. The following are the achievements of the Board of Commissioners' KPI in 2023:

No	Aspects and Parameters	Period	Output Unit	Weight	Output Plan	Output Realization	Value	Achievement
<b>I. Planning Aspects</b>								
	Preparing Work Plan and Budget and KPI 2022 of the Board of Commissioners	Annual	Document	10	1	1	10	100%
<b>Sub Total I</b>				<b>10</b>			<b>10</b>	<b>100%</b>
<b>II. Supervisory and Advisory Aspects</b>								
1	Provide feedback/recommendations to Shareholders on:							
	a. Company Work Plan and Budget	Annual	Letter	5	1	1	5	100%
	b. Annual Report	Annual	Letter	5	1	1	5	100%
	c. Quarterly Performance Analysis	Quarter	Letter	5	3	3	5	100%
	d. Bank Business Plan	Year	Letter	5	1	1	5	100%
2	Provide approval and advice to the Board of Directors in accordance with the field of duty of the Board of Commissioners	Year	Letter/ Minutes	10	10	30	11	110%
3	Board of Commissioners Meeting							
	a. Number of Meetings	Monthly	Time	12	12	41	13,2	110%
	b. Meeting Attendance	Monthly	%	5	100	96	4,8	96%
	c. Meeting Minutes Resolution	Monthly	Minutes	5	12	41	5,5	110%
4	Board of Commissioners Working Visit	Year	Visit	8	2	6	8,8	110%
<b>Sub Total II</b>				<b>60</b>			<b>63,3</b>	<b>106%</b>
<b>III. Reporting Aspects</b>								
1	Annual Board of Commissioners Supervisory Report	Annual	Report	10	1	1	10	100%
<b>Sub Total III</b>				<b>10</b>			<b>10</b>	<b>100%</b>
<b>IV. Dynamic Aspects</b>								
1	External Auditor Proposal to Shareholders	Annual	Letter	5	1	1	5	100%
2	Competency Improvement through seminars, workshops, etc.	Annual	Time	10	2	5	11	110%
3	GCG assessment results of the Board of Commissioners (self-assessment/ Independent Consultant)	Annual	Category	5	Good	Excellent	5	110%
<b>Sub Total IV</b>				<b>20</b>			<b>21</b>	<b>105%</b>
<b>Grand Total</b>				<b>100</b>			<b>104,3</b>	<b>104%</b>

### Assessors

The Board of Commissioners carried out self-assessment to its performance in 2023.

### PERFORMANCE ASSESSMENT OF THE COMMITTEES UNDER THE BOARD OF COMMISSIONERS AND ASSESSMENT BASIS

Pursuant to POJK No. 55/POJK.04/2015 on the Establishment and Audit Committees Charter, POJK No. 34/POJK.04/2014 of 2014 on Nomination and Remuneration Committee of Issuers or Public Companies, POJK No. 18/POJK.03/2014 on the Implementation of Integrated Governance for Financial Conglomerates, POJK No. 17/2023 on the Governance Implementation for Commercial Banks, as well as SOE Minister Regulation No. PER-2/MBU/03/2023 on Guidelines of Governance and Significant Corporate Activities of State-Owned Enterprises, in carrying out its duties, the Board of Commissioners receives assistance from committees directly responsible to the Board of Commissioners. These committees execute their duties and responsibilities in accordance with the Committee Charter.

## BOARD OF COMMISSIONERS

In implementing its oversight functions, the Bank's Board of Commissioners has established 4 (four) committees:

1. Audit Committee
2. Remuneration and Nomination Committee
3. Risk Oversight Committee
4. Integrated Governance Committee

The Board of Commissioners periodically (annually) evaluates the effectiveness of the committee's performance under the Board of Commissioners. Overall, based on the work programs outlined in the Work Plans of each Committee in 2023, the Board of Commissioners concludes that the four Committees have effectively executed their mandates. Furthermore, the Board of Commissioners has accepted and incorporated each committee's recommendation in the decision-making process on proposals put forth by the Board of Directors. Regarding communication, the four Committees have established effective and robust channels of communication throughout 2023 in order to discuss on matters pertaining to Bank Mandiri and the advancement of subsequent settlements initiated by the Board of Directors.

### Audit Committee

In 2023, the Audit Committee has provided the Board of Commissioners with effective support in carrying out its oversight duties, which encompass internal and external audit functions, corporate governance implementation, and adherence to prevailing laws and regulations. The Audit Committee has held 28 meetings while carrying out its functions.

The details information on the Audit Committee activities is presented in the sub-chapter of Audit Committee in the Corporate Governance Chapter of this Annual Report.

### Remuneration and Nomination Committee

Through 12 meetings in 2023, the Remuneration and Nomination Committee has provided the Board of Commissioners with recommendations/proposals for candidates who meet the requirements as Members of the Board of Commissioners and Directors of the Bank for submission to the GMS. The Committee obtained the proposal through a series of processes, included the

preparation of nomination process policies, criteria, and qualifications for prospective members of the Board of Commissioners and Directors in line with the Company's strategic plan. Apart from identifying qualified candidates for the Board of Commissioners, the Remuneration and Nomination Committee assists the Board of Commissioners in obtaining and analyzing data on prospective Board of Directors candidates from the talent pool of executives one level below the Board of Directors.

In addition to the nomination system, the Remuneration and Nomination Committee has also assisted the Board of Commissioners in proposing an appropriate remuneration system for the Board of Directors and Board of Commissioners of the Bank in the form of a payroll/honorarium system, facilities/benefits, and *tantiem* for 2023.

The details information on the Remuneration and Nomination Committee activities is presented in the sub-chapter of Remuneration and Nomination Committee in the Corporate Governance Chapter of this Annual Report.

### Risk Oversight Committee

In 2023, The Risk Oversight Committee has provided input to the Board of Commissioners regarding the evaluation of risk management conducted by the Board of Directors. The Risk Oversight Committee held 25 meetings.

The details information on the Risk Oversight Committee activities is presented in the sub-chapter of Risk Oversight Committee in the Corporate Governance Chapter of this Annual Report.

### Integrated Governance Committee

In 2023, the Integrated Governance Committee has convened 6 (six) meetings. The meeting results, include reviews, analysis as well as recommendations and agreed decisions, have been stated in the meeting minutes and well documented.

The details information on the Integrated Governance Committee activities is presented in the sub-chapter of Integrated Governance Committee in the Corporate Governance Chapter of this Annual Report.