

# DIVERSITY OF THE BOARD OF COMMISSIONERS AND DIRECTORS

The diversity policy of the Company's Board of Commissioners and Board of Directors is based on different age, educational background and experience required in performing their duties and responsibilities.

## Policies on Diversity of the Board of Commissioners

The Bank Mandiri's Articles of Association regulated the diversity of the Board of Commissioners in accordance with the Attachment to SEOJK No. 32/SEOJK.04/2015 on Public Companies' Governance Guideline and SEOJK No. 13/SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks.

The appointment of the Board of Commissioners is carried out by taking into account the age, gender, education, experience, integrity, dedication, comprehension of the company's management issues, having knowledge and/or expertise in the required areas of Bank Mandiri and being able to provide sufficient time to carry out duties and other requirements based on the laws and regulations. Currently the Board of Commissioners had met the criteria of age, gender, education, experience, integrity, dedication, comprehension of company management issues, as well as having knowledge and/or expertise in the areas required by Bank Mandiri.

In 2023, the diversity of the composition of the Board of Commissioners reflected in education, work experience, age and gender, as seen in the table below:

**Diversity of the Board of Commissioners Composition**

Name	Position	Age	Gender	Education Background	Professional Background	Skills
Muhamad Chatib Basi	President Commissioner/ Independent	56 Years old	Male	<ul style="list-style-type: none"> <li>Ph.D. in Economics</li> <li>Master of Business Administration in Economic Development.</li> <li>Bachelor of Economics.</li> </ul>	Professional background in finance and corporate oversight.	Macroeconomic, Finance

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## Diversity of the Board of Commissioners Composition

Name	Position	Age	Gender	Education Background	Professional Background	Skills
Andrinof A. Chaniago	Vice President Commissioner/ Independent	59 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Social and Political Science</li> <li>Master of Public Planning and Policy</li> </ul>	Professional background in banking and corporate oversight.	Macroeconomic
Loeke Larasati Agoestina	Independent Commissioner	62 Years old	Female	<ul style="list-style-type: none"> <li>Bachelor of Law</li> <li>Master of Management</li> </ul>	Professional background in legal affairs and banking.	Legal
Muliadi Rahardja	Independent Commissioner	63 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Accounting</li> <li>Master of Business Administration in Finance</li> </ul>	Professional background in banking and corporate oversight	Banking, Accounting
Heru Kristiyana	Independent Commissioner	67 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Law</li> <li>Magister in Management</li> </ul>	Work experiences including in Banking Supervision	Banking, Finance, Legal
Zainudin Amali	Independent Commissioner	61 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor in Economics (Accounting)</li> <li>Magister in Public Policy</li> <li>Doctorate in Government Science</li> <li>Honorary Professor in Sports Policy</li> </ul>	Work experiences including in Company Supervision	Finance, Public Policy.
Rionald Silaban	Commissioner	55 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Law</li> <li>Master of Law Center</li> </ul>	Professional background in finance and human capital.	Human Capital, Finance, Legal
Arif Budimanta	Commissioner	53 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Geology</li> <li>Master of Science in Natural Resources Economics</li> <li>Doctor of Social and Political Science</li> </ul>	Professional background in banking.	Finance
Nawal Nely	Commissioner	48 Years old	Female	<ul style="list-style-type: none"> <li>Bachelor degree in Accounting</li> <li>Executive Master of Business Administration</li> </ul>	Professional background in finance and auditing.	Accounting, Banking
Faried Utomo	Commissioner	57 Years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Law</li> <li>Master of Law</li> </ul>	Professional background in government.	Legal
Muhammad Yusuf Ateh	Commissioner	57 Years old	Male	<ul style="list-style-type: none"> <li>Diploma 3 in Accounting</li> <li>Diploma 4 in Accounting</li> <li>Master of Business Administration (MBA)</li> <li>Doctor of State Administrative</li> </ul>	Professional background in legal affairs and supervision.	Accounting, Audit

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### Board of Directors Diversity Policy

The Financial Services Authority recommendation as stated in the Attachment of SEOJK No. 32/SEOJK.04/2015 concerning Public Companies' Governance Guidelines and SEOJK No. 13/SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks stated that the composition of the Board of Directors shall take into account the diversity of its members. The diversity of the Board of Directors' members is combination of desired characteristics from the Board of Directors organs as well as members as individuals, in accordance with the requirements of Public Companies. The combination of diversity is established by taking into account the expertise, knowledge and experience according to the segregation of duties and functions of the Board of Directors position in pursuing the objectives of the Public Companies.

The characteristic combination considerations shall take effect in the accuracy of nominating and appointment process of an individual member or collectively. The diversity of the Board of Directors' members as specified in the Attachment of SEOJK No. 32/SEOJK.04/2015 concerning Public Companies' Governance Guidelines and SEOJK No. 13/SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks has been accommodated in the Company's Article of Association. The appointment of the Board of Directors is carried out by considering the integrity, dedication, understanding on the Company management issue related to one of the management functions, having knowledge and/or skill in the areas required by the Company and being able to provide sufficient time to carry out duties as well as other requirements in accordance the prevailing laws and regulations.

However, the diversity policy only regulates in terms of knowledge and/or skills in accordance with the scope of the Board of Directors. Bank Mandiri has not established the diversity policy related to age and gender as the nomination is prioritizing the Company requirements.

In 2023, the diversity of the composition of the Board of Directors reflected in education, work experience, age and gender, as seen in the table below:

**Board of Directors Composition Diversity**

Name	Position	Age	Gender	Education	Work Experience	Skills
Darmawan Junaidi	President Director	56 years old	Male	Bachelor of Law	Having work experience, among others, in banking, finance and mining.	Treasury & International Banking, Risk Management, Funding & Lending, Finance, Special Asset Management, Credit Recovery, Legal
Alexandra Askandar	Vice President Director	50 years old	Female	<ul style="list-style-type: none"> <li>Bachelor in Economics.</li> <li>Master of Business Administration (MBA) in Finance.</li> </ul>	Having work experience, among others, in banking, finance and securities.	Corporate Banking, Special Assets Management, Structured Finance, Government & Institutional.
Ahmad Siddik Badruddin	Director of Risk Management	57 years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Chemical Engineering.</li> <li>Master of Business Administration (MBA) in Management Information Systems.</li> </ul>	Having work experience, among others, in banking, finance and risk management.	Credit risk management, risk management strategy, risk analysis, collection management and strategy, fraud risk management, business and portfolio acquisition and closing/sales, portfolio scorecard management, operational risk management, self-assessment process for risk control, management of external collection agents, and various training programs related to risk management.
Agus Dwi Handaya	Director of Compliance and HR	52 years old	Male	<ul style="list-style-type: none"> <li>Bachelor in Accounting.</li> <li>Master of Business Administration (MBA) in Strategy &amp; Finance.</li> </ul>	Having work experience, among others, in banking, human resources and economics.	Human Capital, Finance, Strategy and Performance
Eka Fitria*)	Director of Treasury and International Banking	45 years old	Female	<ul style="list-style-type: none"> <li>Bachelor in Law</li> <li>Master of Business Administration</li> </ul>	Having work experience, among others, in banking, treasury, and human resources	Treasury, Human Capital

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Name	Position	Age	Gender	Education	Work Experience	Skills
Riduan	Director of Commercial Banking	52 years old	Male	<ul style="list-style-type: none"> <li>Bachelor in Accounting Economics.</li> <li>Master in Management</li> </ul>	Having work experience, among others, in auditing, banking, insurance and economics	Accounting, Finance, Audit, Banking and Risk Management.
Aquarius Rudianto	Director of Network and Retail	55 years old	Male	Bachelor in Social and Political Sciences	Has work experience, among others, in conventional banking, Sharia banking, risk management, insurance, corporate supervision, and economics.	Corporate & Commercial Credit, Retail Credit Risk Management, Commercial Credit Risk Management, Commercial Banking, and Commercial Sales.
Toni E. B. Subari	Director of Operations	58 years old	Male	Bachelor in Agricultural Industrial Technology	Having work experience, among others, in the fields of conventional banking, Islamic banking, capital markets, risk management, and economics.	Credit Recovery, Corporate Banking, Business Banking, and Special Asset Management.
Susana Indah K. Indriarti	Director of Corporate Banking	57 years old	Female	Bachelor in Management Economics	Having work experience, among others, in banking, economics and risk management.	Corporate Banking, Commercial Banking, Credit Analyst, Commodities Trading, and Wholesale Risk.
Rohan Hafas	Director of Institutional Relations	61 years old	Male	Bachelor in Economics	Having work experience, among others, in banking, consulting, corporate secretary, institutional relations, and public relations.	Brain Mapping, Risk Management, Marketing, Corporate Relations, and Corporate Secretary.
Sigit Prastowo	Director of Finance and Strategies	51 years old	Male	<ul style="list-style-type: none"> <li>Bachelor in Geography/ Regional Planning</li> <li>Master in Management</li> </ul>	Having work experience, among others, in banking, finance, and company supervision.	Treasury Dealer, Risk Management, Credit Analyst, Budgeting, and Finance.
Timothy Utama	Director of Information Technology	57 years old	Male	Bachelor of Business Administration in accounting and finance	Having work experience, among others, in banking, treasury, trade service and technology and information systems	Banking operations, treasury, trade services and information technology