

## REMUNERATION AND NOMINATION COMMITTEE

### Remuneration and Nomination Committee Meeting Frequency and Attendance

Name	Position	Total Meetings	Total Attendance	(%)
M. Chatib Basri	Chairman and Member	12	12	100
Andrinof A. Chaniago	Member	12	12	100
Muliadi Rahardja	Member	12	12	100
Rionald Silaban	Member	12	11	92
Arif Budimanta	Member	12	12	100

### Key Performance Indicators Achievement of the Remuneration and Nomination Committee

The achievement of the Remuneration and Nomination Committee KPIs during 2023 is evident from the realization of the work plan, the quality of the recommendations that have been prepared, and the quality of communication that has been carried out both with the Board of Commissioners, Board of Directors, and Leaders of related Work Units.

In general, all work programs of the Committee as stated in the 2023 Remuneration and Nomination Committee Work Plan have been properly realized. In addition, all recommendations of the Remuneration and Nomination Committee have been accepted by the Board of Commissioners and taken into consideration in the decision-making process on proposals submitted by the Board of Directors. On communication aspect, good and intensive communication has been established during 2023 to discuss issues at Bank Mandiri and the progress of follow-up settlements carried out by the Board of Directors.

### Remuneration and Nomination Committee Remuneration

The remuneration of the Remuneration and Nomination Committee for Non-Commissioner Independent parties is regulated in the Decree of the Board of Commissioners No. KEP.KOM/003/2023 tanggal 13 September 2023 concerning Remuneration of Supporting Organs of the Board of Commissioners of PT Bank Mandiri (Persero) Tbk and regulated in the Letter of Assignment as a member of the Committee under the Board of Commissioners issued by Bank Mandiri.

No.	Description	Non-Commissioner Committee Members
1.	Salary/Honorarium	At most 20% of President Director's Salary
2.	Post-Employment Compensation	Not provided
3.	Holiday Allowance	In accordance with Bank Mandiri employee stipulation
4.	Bonus/Tantien	Not provided
5.	Facilities	
	- Transportation Allowance	Not provided
	- Health	Provided as per the Bank's Internal rules
	- Employment	Provided as per the Bank's Internal rules
	- Business Trips	In accordance with Bank Mandiri employee stipulation/equivalent to Group Head

### Remuneration and Nomination Committee Activities in 2023

In 2023, referring to the duties and functions of the Remuneration and Nomination Committee stated in Bank Mandiri Remuneration and Nomination Committee Charter, the Remuneration and Nomination Committee has provided recommendations/proposals for candidates who qualify as Members of the Board of Commissioners and Directors of the Bank to the Board of Commissioners for submission to the GMS. The proposal was obtained through a series of processes carried out by the Remuneration and Nomination Committee including the preparation of policies, criteria, and qualifications needed in the nomination process for prospective members of the Board of Commissioners and Directors in line with the Company's strategic plan. The Remuneration and Nomination Committee also assists the Board of Commissioners in obtaining and analyzing data on prospective candidates for the Board of Directors from the talent pool of executives one level below the Board of Directors and identifying qualified candidates for the Board of Commissioners.