



Company Annual Strategy Review

The Board of Directors sought to encourage the Company's performance for the following year by reviewing the Company's annual strategy which was carried out at the end of the current year. In 2020, the review of the Company's annual strategy was carried out through a meeting of the Board of Directors.

Evaluation of the Company's Strategic

Evaluation of the Company's strategy that was in line with the Company's Vision and Mission as well as the latest business environment was always carried out periodically and involves all Directors and executive officers at Bank Mandiri in discussion forums for the annual Work Plan and Corporate Budget (RKAP) and the Company's Long Term Plan (RJPP) to find out the level of achievement and direction of the business. In the process of preparing an annual Work Plan and Budget (RKAP) which referred to the RJPP, it had to be submitted to the Board of Commissioners for approval.

Performance Assessment of the Board of Directors

The process of evaluating the performance of the Board of Directors could be seen from the achievement of the Key Performance Indicators (KPI) of the Board of Directors individually as well as the KPI of the Board of Directors collegially which is assessed by the Shareholders through the General Meeting of Shareholders (GMS) mechanism.

Individual Directors Performance Assessment

President Director

- Maintaining the Bank's Soundness.
- The achievement of business finance targets in accordance with RKP and RBB.
- The KPKU assessment is at least the same as the KPKU assessment in the previous year.
- Implementation of the Company's Compliance as an Open Company.
- Achieving an increase in business volume in the region.
- Achieving an increase funding/Fee Based Income in the region.
- Achieving an increase in the volume of digital transactions by customers in the region.
- Maintaining the Quality of Assets/Performing Loans.

Vice director

- Percentage of case completion is better than the previous year.
- The achievement of Special Assets Management targets.
- Achievement of Credit Restructuring.
- Settlement of Non Performing Loans.
- Improving the quality of non-performing loans to become performing loans.

Direktur Commercial Banking

- Achieving an increase in business volume for the Commercial Banking segment.
- Achieving increased funding/Fee Based Income for the Commercial Banking segment.

- Increasing volume of digital transactions by Commercial Banking segment customers.
- Maintaining the Quality of Assets/Performing Loans.

Direktur Corporate Banking

- Achieving an increase in business volume for the Corporate Banking segment.
- Achieving increased funding/Fee Based Income for the Corporate Banking segment.
- Increasing volume of digital transactions by Corporate Banking segment customers.
- Maintaining the Quality of Assets/Performing Loans.

Director of Network & Retail Banking

- *Achieving an increase in business volume for the Retail Banking segment.*
- *The achievement of target acquisition of banking agents and financial inclusion derivative agents.*
- *Achieving increased funding/Fee Based Income for the Retail Banking segment.*
- *Increasing volume of digital transactions by Retail Banking segment customers.*
- *Maintaining the Quality of Assets/Performing Loans.*

Director of Institutional Relations

- Achieving an increase in business volume for the Institutional segment.
- Achieving CSR distribution for social, education, and religion according to the work plan.
- Achieving an increase in funding/Fee Based Income for the Institutional segment.
- Increasing volume of digital transactions by Institutional segment customers.
- Maintaining the Quality of Assets/Performing Loans.

Risk Management Director

- Ensuring that the implementation of risk management run well in accordance with the articles of association, risk management policies, internal control system policies, standard procedures, and external regulations.
- Ensuring the implementation of a risk management culture at all levels of the organization.
- Ensuring that all risks were managed in order to establish risk appetite, risk limits, and integrated risk management strategies, as well as capital adequacy.

Director of Technology & Information

- Implementation of effective technology and information governance.
- Achieving the availability of an information security management system.
- Implementing the Information Technology projects with project charters.
- Achieving conformity between Information Technology and management information system requirements as well as the needs of the Bank's business activities.