



Performance Assessment of the Board of Commissioners

The performance of the Board of Commissioners is assessed through self-assessment and reported as well as accounted for by the General Meeting of Shareholders.

Procedure of Performance Assessment of the Board of Commissioners



Criteria for Performance Evaluation of the Board of Commissioners

The performance evaluation of the Board of Commissioners could be seen from the achievement of the Key Performance Indicator (KPI) which were prepared at the beginning of the year covering aspects of Planning, Supervision and Advice, Reporting, and Dynamic. The KPIs for the Board of Commissioners for 2020 were as followed:

No.	Aspects dan Parameter	Period	Output Unit	Quality	Output Plan
I. Planning Aspect					
1	Preparing a Work Plan and Budget and KPI for the Board of Commissioners 2020	Annually	Document	10	1
Sub Total I				10	
II. Aspects of Supervision and Advice					
1.	Providing responses/recommendations to Shareholders on:				
	a. Company Work Plan and Budget	Annually		5	1
	b. Annual Report	Annually	Letter	5	1
	c. Quarterly Performance Analysis	Quarter	Letter	5	3
	d. Bank Business Plan	One year	Letter	5	1
2.	Providing approval and advice to the Board of Directors in accordance with the duties of the Board of Commissioners.	One year	Letter/Minutes	10	10
3.	Board of Commissioners Meeting				
	a. Number of Meetings	Monthly	times	12	24
	b. Meetings attendance	Monthly	%	5	100
	c. Completion of Meeting Minutes	Monthly	Minutes	5	24
4.	Work Visit of the Board of Commissioners	Monthly	Visit	8	2
Sub Total II				60	



No.	Aspects dan Parameter	Period	Output Unit	Quality	Output Plan
III. Reports Aspects					
1.	Reporting on the realization of the Board of Commissioners' KPIs	Semester	Report	5	1
2.	Annual Board of Commissioners Supervisory Report	Annually	Report	5	1
Sub Total II				10	
IV. Dynamics Aspects					
1.	Proposing from External Auditor to Shareholders	Annually	Letter	5	1
2.	Improving Competency through seminars, workshops and others	Annually	times	10	2
3.	Results of the Board of Commissioners' GCG Assessment (Self-Assessment/Independent Consultant)	Tahunan	Kategori	5	Baik
Sub Total IV				20	
Total (I+II+III+IV)				100	

Parties Conducting Assessment

The Board of Commissioners carried out self-assessment to its performance throughout 2020.

Performance Assessment Result of the Board of Commissioners

The following was the realization of the 2020 Board of Commissioners' KPIs.

No.	Aspects dan Parameter	Period	Output Unit	Quality	Output Plan	Real Output	Score KPI
I. Planning Aspect							
1.	Preparing a Work Plan and Budget and KPI for the Board of Commissioners 2020	Annually	Document	10	1	1	
Sub Total I				10			10
II. Aspects of Supervision and Advice							
1.	Providing responses/recommendations to Shareholders on:						
	a. Company Work Plan and Budget	Annually		5	1	1	5
	b. Annual Report	Annually	Letter	5	1	1	5
	c. Quarterly Performance Analysis	Quarter	Letter	5	3	3	5
	d. Rencana Bisnis Bank	One year	Letter	5	1	1	5
2.	Providing approval and advice to the Board of Directors in accordance with the duties of the Board of Commissioners.	One year	Letter/Minutes	10	10	25	10
3.	Board of Commissioners Meeting						
	a. Number of Meetings	Monthly	times	12	24	27	12
	b. Meetings attendance	Monthly	%	5	100	97	4,8
	c. Completion of Meeting Minutes	Monthly	Minutes	5	24	27	5
4.	Work Visit of the Board of Commissioners	Monthly	Visit	8	2	2	8
Sub Total II				60			59,8
III. Reports Aspects							
1.	Reporting on the realization of the Board of Commissioners' KPIs	Semester	Report	5	1	1	5
2.	Annual Board of Commissioners Supervisory Report	Annually	Report	5	1	1	5
Sub Total II				10			10



No.	Aspects dan Parameter	Period	Output Unit	Quality	Output Plan	Real Output	Score KPI
IV. Dynamics Aspects							
1.	Proposing from External Auditor to Shareholders	Annually	Letter	5	1	1	5
2.	Improving Competency through seminars, workshops and others	Annually	times	10	2	2	10
3.	Results of the Board of Commissioners' GCG Assessment (Self-Assessment/Independent Consultant)	Tahunan	Kategori	5	Baik	Baik	5
Sub Total IV				20			20
Total (I+II+III+IV)				100			99,8

The Evaluation of the Committees Under the Board of Commissioners and the Basis of the Evaluation

In order to improve the role of the Board of Commissioners in performing the supervisory function, the Board of Commissioners had established 4 (four) committees, namely:

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

The Audit Committee has the duty and responsibility to assist and facilitate the Board of Commissioners in carrying out their duties and supervisory functions on matters related to the quality of financial information, internal control systems, effectiveness of external and internal auditor audits, effectiveness of risk management and compliance with laws and regulations. laws that apply. Throughout 2020, the Audit Committee has carried out its duties and responsibilities well. The Audit Committee has conducted 21 (twenty-one) meetings and carried out its duties which include:

1. Submitting recommendations and suggestions for improvement to the Management, both in the Audit Committee Meeting forum and in internal discussions as stated in the Committee's Recommendation Note, Minutes of Meeting, and the Committee's Quarterly Report.
2. Reviewing and providing recommendations for reports addressed to the Board of Commissioners such as the 2020 Monthly and Quarterly Financial Statements, 2020 Internal Audit Quarterly Audit Results (including Significant Findings, Fraud, Post Facto Review Results for the National Economic Acceleration (PEN), and Follow-up Monitoring List Progress), Integrated Internal Audit Report for 2020, Report on the Implementation of the Tasks of the 2020 Quarterly Compliance Director, and Audit Progress Report on Financial Statements for Financial Year 2020.
3. Reviewing and providing recommendations on the Directors' proposals requiring written approval from the Board of Commissioners, the results of which were submitted in the form of a Recommendation Note to the Board of Commissioners, such as the proposal for KAP to audit the Consolidated Financial Statements for Financial Year 2020, Draft Annual Audit Plan for 2020 and its revisions, Proposal for Controllers Independent

Quality from an Independent External Party who would review the performance of Internal Audit for 2020, the Revised Draft RKAP 2020 and RBB 2020-2022, as well as the 2021 Draft RKAP and 2021-2023 RBB.

4. Compiling the Reports that had to be prepared by the Audit Committee to be submitted to the Board of Commissioners, included the Report on the Results of the Evaluation of the Implementation of Audit Services for the 2019 Financial Year Consolidated Financial Statements, the Quarterly Audit Committee Activity Reports and the Report on the Results of Visits.
5. Implementing of 3 (three) Work Visits, namely to the Strong Room Credit Operations (March 10, 2020), PT Mandiri Sekuritas (December 8, 2020), and the Rempoa Data Center (December 15, 2020).
6. Maintaining communication and coordination with work units at Bank Mandiri to discuss issues of concern and focus of the Audit Committee, among others, through discussions and submission of reports.

The Remuneration and Nomination Committee has the duty and responsibility to assist in carrying out its functions and duties in the fields related to remuneration and nomination of members of the Board of Directors and the Board of Commissioners. Throughout 2020, the Remuneration and Nomination Committee has carried out its duties and responsibilities well. The Remuneration and Nomination Committee conducted 17 (seventeen) meetings and carried out its tasks which include:

1. Providing recommendations/proposals for candidates who qualify as Members of the Board of Commissioners and Directors of Bank Mandiri to the Board of Commissioners to be submitted to the GMS.
2. Obtaining and analyzing data on prospective Directors from the talent pool of officials one level below the Directors and identifying candidates for the Board of Commissioners who meet the requirements.
3. Proposing an appropriate remuneration system for the Directors and Board of Commissioners of Bank Mandiri in the form of a payroll/honorarium system, facilities/benefits, bonuses, and so on for 2020.