



REMUNERATION AND NOMINATION COMMITTEE

Remuneration and Nomination Committee Independence

Independence Aspects	M. Chatib Basri	Andrinof A. Chaniago	Rionald Silaban	Mohamad Nasir	Arif Budimanta	Indri K. Hidayat*	Steven A. Yudiyanto
Does not have financial relations with the Board of Commissioners and Directors	√	√	√	√	√	√	√
Does not have management relations in the company, subsidiaries, or affiliates	√	√	√	√	√	√	√
Does not have shareholding relations in the company	√	√	√	√	√	√	√
Does not have family relations with the Board of Commissioners, Directors and/or with fellow members of Committee	√	√	√	√	√	√	√
Does not serve as the management in political parties, officials and in the government	√	√	√	√	√	√	√

*) No longer served as member of the Remuneration and Nomination Committee as of 10 June 2021

Meetings of Remuneration and Nomination Committee

The Remuneration and Nomination Committee holds regular meetings at least 1 (one) time in 4 (four) months. The meetings can only be held if attended by at least 51% of the total committee members including 1 (one) Independent Commissioner and 1 (one) Executive in charge of the Human Resources function or 1 (one) employee representative.

Decisions of the Remuneration and Nomination Committee meetings are taken based on deliberation to reach consensus. The meeting shall be chaired by the Chairman of the Remuneration and Nomination Committee or other member that serves as Independent Commissioner, if the Chairman of the Remuneration and Nomination Committee is unable to attend.

Each Remuneration and Nomination Committee meeting is outlined in the minutes of the meeting, including dissenting opinions, which are signed by all members of the Committee present and submitted to the Board of Commissioners.

During 2021, 9 (nine) meetings were held with the following agenda.

Remuneration and Nomination Committee Meeting Agenda

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kuorum Kehadiran Quorum Attendance
1.	03 March 2021	<ol style="list-style-type: none"> Proposal for Nomination and Talent Pool Proposal for Candidate Member of the Audit Committee 	<ul style="list-style-type: none"> M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Mohamad Nasir Arif Budimanta Indri K. Hidayat Steven A. Yudiyanto 	100%
2.	15 March 2021	Proposal for Bank Mandiri Management in the Annual GMS Fiscal Year 2020	<ul style="list-style-type: none"> M. Chatib Basri Andrinof A. Chaniago Rionald Silaban Mohamad Nasir Arif Budimanta Indri K. Hidayat Steven A. Yudiyanto 	100%

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No.	Tanggal Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants	Kuorum Kehadiran Quorum Attendance
3.	25 March 2021	Proposal and Approval for the Management of Subsidiaries	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Indri K. Hidayat • Steven A. Yudiyantho 	100%
4.	01 April 2021	Remuneration and Nomination Proposal	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Indri K. Hidayat • Steven A. Yudiyantho 	100%
5.	2 June 2021	Proposal on the Company's Representative as Members of Subsidiaries' BOC and BOD	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Indri K. Hidayat • Steven A. Yudiyantho 	100%
6.	29 July 2021	Update on Bank Mandiri Top Talents	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Steven A. Yudiyantho 	100%
7.	26 August 2021	Proposal on Organizational Adjustment for Transformation Office and Enterprise Data Management Group Directorate	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Steven A. Yudiyantho 	100%
8.	7 October 2021	Remuneration Discussion	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Steven A. Yudiyantho 	100%
9.	27 October 2021	Proposal on Candidates BOD and BOC of Subsidiaries	<ul style="list-style-type: none"> • M. Chatib Basri • Andrinof A. Chaniago • Rionald Silaban • Mohamad Nasir • Arif Budimanta • Steven A. Yudiyantho 	100%

Meeting Frequency and Attendance of the Remuneration and Nomination Committee

The following are meeting frequency and attendance of members of the Remuneration and Nomination Committee in 2021.



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Remuneration and Nomination Committee Meeting Frequency and Attendance

Name	Position	Period	Total Meetings	Total Attendance	Percentage
M. Chatib Basri	Chairman and Member	1 January - 31 December 2021	9	9	100%
Andrinof A. Chaniago	Member	1 January - 31 December 2021	9	9	100%
Rionald Silaban	Member	1 January - 31 December 2021	9	9	100%
Mohamad Nasir	Member	1 January - 31 December 2021	9	9	100%
Arif Budimanta	Member	1 January - 31 December 2021	9	9	100%
Indri K. Hidayat	Member	1 January - 10 June 2021	5	5	100%
Steven A. Yudiyanto	Secretary and Ex-Officio Member	1 January - 31 December 2021	9	9	100%

The Key Performance Indicators Achievement of the Remuneration and Nomination Committee

The achievements of the KPI of the Remuneration and Nomination Committee in 2021 could be seen from the realization of the work plan, the quality of the recommendations that have been compiled, and the quality of communication that has been made both with the Board of Commissioners, Directors, and Heads of related Units.

In general, all Committee work programs as stated in the 2021

Remuneration and Nomination Committee Work Plan had been well realized. In addition, all recommendations of the Remuneration and Nomination Committee had been accepted by the Board of Commissioners and had been taken into consideration in the decision-making process on the proposals submitted by the Board of Directors. As for the communication aspect, during 2021 good and intense communication had been established to discuss issues at Bank Mandiri and the progress of the follow-up resolutions made 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/002/2021 dated 26 April 2021 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/Tantiem	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