



AUDIT COMMITTEE

Audit Committee Qualifications and Professional Background

The Audit Committee membership requirements are as follows:

1. General Requirements
 - a. Having integrity, character and good morals.
 - b. Does not have personal interests/relationships that can cause conflict of interest against the Company.
2. Competence Requirements
 - a. Have sufficient expertise, ability, knowledge and experience related to duties and responsibilities.
 - b. Must understand financial statements, company business especially related to the company services or business, audit process, and risk management.
 - c. Able to work together and have the ability to communicate well and effectively and are willing to provide sufficient time to carry out duties.
 - d. Have adequate knowledge of the Company's Articles of Association, laws and regulations in the banking sector, Capital Market, SOEs and other relevant laws and regulations.
 - e. Willing to increase competence continuously through education and training.

The qualifications and professional experience of the Chairman and Members of the Audit Committee are as follows.

Audit Committee Qualifications and Professional Background

Name	Position	Period	Education	Professional Background
Heru Kristiyana	Chairman and Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor in Law Master in Management 	Professional background in banking oversight.
M. Chatib Basri	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor Degree in Economics Master of Business Administration in Economic Development Ph. D in Economics 	Professional background in finance and corporate oversight.
Zainudin Amali*	Member	8 March – 31 December 2024	<ul style="list-style-type: none"> Bachelor of Economics in Accounting Master Master of Public Policy Doctor of Political Science Honorary Professor Sport Policy 	Professional background in economic-accounting and corporate oversight.
Loeke Larasati Agoestina	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor of Law Master Degree in Management 	Professional background in legal and banking.
Muliadi Rahardja	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor of Accounting Master of Business Administration in Finance 	Professional background in banking and corporate oversight
Rasyid Darajat	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor Degree in Civil Engineering Master in Management 	Professional background in banking, auditing, and IT

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Audit Committee Qualifications and Professional Background

Name	Position	Period	Education	Professional Background
Rubi Pertama	Member	1 January – 31 December 2024	Bachelor Degree in Industrial Engineering	Professional background in banking, auditing, and risk management

*) Transfer of duties to Vice President Commissioner/Independent at the Annual GMS on March 7, 2024.

Independence of Audit Committee

All members of the Audit Committee are independent parties who have no financial, management, shareholder, or familial ties with the Board of Commissioners, the Board of Directors, and/or the Controlling Shareholders. Additionally, there are no relationships with the Bank that could compromise their ability to carry out their duties impartially and objectively, ensuring they maintain full independence in overseeing and evaluating the Bank's operations.

Independence Aspects	Heru Kristiyana	M. Chatib Basri	Zainudin Amali*	Loeke Larasati Agoestina	Muliadi Rahardja	Rasyid Darajat	Rubi Pertama
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 Audit Committee	√	√	√	√	√	√	√
Does not serve as the management in political parties, officials and in the government	√	√	√	√	√	√	√

*) Transfer of duties to Vice President Commissioner/Independent at the Annual GMS on March 7, 2024.

Audit Committee Meeting

The Audit Committee holds regular meetings at least 1 (one) in 1 (one) month. A meeting can be held if it is attended by at least 51% of the total committee members including 1 (one) Independent Commissioner and 1 (one) Independent Party.

Decisions of the Audit Committee meeting is taken based on deliberation to reach consensus. The meeting is chaired by the Chairman of the Audit Committee or other Committee Members who are Independent Commissioners, if the Chairman of the Audit Committee is unable to attend.



AUDIT COMMITTEE

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

Meeting Agenda of Audit Committee

The Audit Committee held 24 (twenty four) Meetings during 2024, with the following agenda.

Audit Committee Meeting Agenda

No.	Date	Agenda	Quorum
1	11 January 2024	Realization of the Digital Market (PaDi) for MSMEs in 2023	100%
2	24 January 2024	1. Quarterly IV/2023 Key Audit Findings Report 2. Consolidated Financial Statements of Bank Mandiri and Subsidiaries as of December 31, 2023 (Audited)	100%
3	31 January 2024	Distribution of Social & Environmental Responsibility (TJSL) Funds in 2023	100%
4	06 February 2024	Proposal for Public Accountant (AP) and Public Accounting Firm (KAP) for the 2024 Financial Year	100%
5	22 February 2024	Quarterly IV/2023 Compliance Director's Report	100%
6	14 March 2024	Discussion on the Draft Collegial Key Performance Indicators (KPI) for the Board of Directors for 2024	100%
7	18 April 2024	Progress on the Implementation of Internal Control over Financial Reporting (ICoFR) at Bank Mandiri	100%
8	02 May 2024	Digital Marketing Effectiveness & Strategies	100%
9	08 May 2024	Quarterly I/2024 Key Audit Findings Report	100%
10	21 May 2024	Management of Outsourced Personnel (TAD)	100%
11	13 June 2024	Progress on the Follow-Up of the 2023 Fiscal Year Audit Management Letter	100%
12	25 June 2024	Proposal for Revision of the 2024 RKAP and the 2024–2026 RBB	100%
13	18 July 2024	Quarterly II/2024 Key Audit Findings Report	100%
14	08 August 2024	2024 Information Technology Strategic Plan	100%
15	22 August 2024	Semester I/2024 Compliance Director's Report and Strengthening of AML-CTF and PPPSPM	100%
16	19 September 2024	1. Proposal for the Corporate Plan for 2025–2029 2. Results of the ICoFR Diagnostic for Bank Mandiri and Subsidiaries	100%
17	26 September 2024	Progress on the Implementation of the Personal Data Protection (PDP) Law	100%
18	30 September 2024	Audit Plan for the Consolidated Financial Statements of Bank Mandiri for the 2024 Financial Year	100%
19	17 October 2024	Progress on Improvements in SLIK and LBUT Reporting	100%
20	31 October 2024	Quarterly III/2024 Key Audit Findings Report	85,7%
21	14 November 2024	Proposal for the 2025 RKAP, 2025–2027 RBB, and Collegial KPIs for 2025	85,7%

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No.	Date	Agenda	Quorum
22	28 November 2024	2025 IT Strategic Plan	100%
23	11 December 2024	Proposal for the Annual Audit Plan (AAP) and SKAI Budget for 2025	100%
24	19 December 2024	Progress on the Audit of the 2024 Financial Year Consolidated Financial Statements Proposal for the Memorandum of Procedures for Internal Control over Financial Reporting (ICoFR) and Follow-Up to the Ministry of SOEs Letter regarding ICoFR	100%

Audit Committee Meeting Frequencies and Attendance

Name	Position	Total Meetings	Total Attendance	(%)
Heru Kristiyana	Chairman and Member	24	24	100
M. Chatib Basri	Member	24	23	96
Zainudin Amali*	Member	19	19	100
Loeke Larasati Agoestina	Member	24	23	96
Muliadi Rahardja	Member	24	24	100
Andrinof A. Chaniago**	Member	5	5	100
Rasyid Darajat	Member	24	24	100
Rubi Pertama	Member	24	24	100

*) Transfer of duties to Vice President Commissioner/Independent at the Annual GMS on March 7, 2024.

**) The term of office ends effectively from the Annual GMS on March 7, 2024.

Key Performance Indicators Achievement

The achievements of the Audit Committee's Key Performance Indicators (KPIs) in 2024 can be assessed through the successful implementation of the work plan, the quality and effectiveness of the recommendations provided, and the level of communication established with the Board of Commissioners, the Board of Directors, and relevant Unit Heads.

Overall, the Audit Committee has effectively executed work programs outlined in the 2024 Audit Committee Work Plan. Moreover, recommendations issued by the Audit Committee have been endorsed by the Board of Commissioners and were considered in the decision-making process for proposals submitted by the Board of Directors. On communication,

good and consistent engagement were implemented in 2024, with regular discussions addressing key issues and monitoring the progress of follow-up actions by the Board of Directors.

Audit Committee Remuneration

The remuneration of Audit Committees for the Independent Non-Commissioners is regulated by the Decree of the Board of Commissioners No. KEP. KOM/0023/2023 dated 13 September 2023 on the Remuneration of Supporting Organs of the Board of Commissioners of PT Bank Mandiri (Persero) Tbk and regulated in the Letter of Assignment of member of the Committee under the Board of Commissioners issued by Bank Mandiri.



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No.	Description	Member of Non-Commissioner Committee
1.	Salary/Honorarium	Maximum 20% of President Director Salary
2.	Post Tenure Benefits	Not provided
3.	Holiday Allowance	Provided as per the Bank Internal Rules
4.	Bonus/Tantiem	Not provided
5.	Facilities	
	- Transportation Allowance	Not provided
	- Health	Provided as per the Bank Internal Rules
	- Employment	Provided as per the Bank Internal Rules
	- Business Trips	As per Bank Mandiri's Employee rules/equivalent to Group Head

Audit Committee Activities in 2024

The Audit Committee has effectively fulfilled its duties and responsibilities as outlined in the Audit Committee Charter. This was achieved by applying the principle of independence in alignment with applicable regulations and in strict adherence to the 2024 Audit Committee Work Plan, which was duly approved by the Board of Commissioners.

The Audit Committee work plan 2024 is divided into 2 (two) activities, namely Mandatory/Regular and Non-Regular as follows:

1. Mandatory/Regular, which includes review of Financial Statements, implementation of audits by Public Accountant Firms, implementation of Compliance, Internal Audit, review of Corporate Work Plans & Budget and Bank Business Plans, results and improvement of findings of supervisory authority, as well as other internal activities of the Audit Committee.
2. Non-Regular, which includes the concern and focus of the Audit Committee on certain issues, especially on business and loans, IT and operations, as well as GRC.

The following were activities of the Audit Committee during 2024:

1. Held 24 (twenty four) Audit Committee Meetings, including preparing the Meeting Minutes.
2. Conducted 101 Internal Discussions, Discussions with relevant Work Units, and Joint Discussions with the Risk Monitoring Committee, including preparing and documenting the Discussion Minutes.

3. Reviewed financial reports and information, both in-house/unaudited and audited, to be published.
4. Reviewed over 25 (twenty five) Reports/ Proposals/ Recommendations from the Board of Directors requiring written approval from the Board of Commissioners and prepared recommendations, including proposals for the appointment of Public Accountants (AP) and Public Accounting Firms (KAP) to audit the 2023 Consolidated Financial Statements, RKAP & RBB proposals and their revisions, as well as the Annual Audit Plan and Internal Audit Budget for 2024.
5. Prepared 4 (four) Quarterly Reports on the Committees activities, which were submitted to the Board of Commissioners.
6. Compiled a Report on the Evaluation of Audit Services on the Annual Historical Financial Information of Bank Mandiri for the 2023 Financial Year by KAP Rintis, Jumadi, Rianto & Rekan (PwC).
7. Conducted 6 (six) Site Visits, including preparing the Site Visit Reports, to Bank Mandiri Dili-Timor Leste (26-28 February 2024), PT Mandiri Tunas Finance (8 May 2024), PT Mandiri Utama Finance (8 May 2024), Sorong Area - Region XII (6-7 June 2024), the CISO Office (5 June 2024), and Sentra Mandiri Soeroro (10 October 2024).
8. Developed the Audit Committee Work Plan for 2025.
9. All Committee members participated in at least one competency development activity related to Banking/Audit.

Audit Committee Work Plan 2025

At the end of 2024, the Audit Committee has prepared a work plan 2025 and has obtained the approval from the Board of Commissioners. The Audit Committee work plan 2025 is divided into 2 (two) activities, which are: Mandatory/Regular and Non-Regular as follows:

1. Mandatory/Regular, which includes review of Financial Statements, Public Accountant (AP) and Public Accounting Firm (KAP), Compliance, Internal Audit, Corporate Work Plan & Budget (RKAP) and Bank Business Plan (RBB), as well as other Internal Audit Committee activities.
2. Non-Regular, which includes the concern and focus of the Audit Committee on certain issues, particularly business and credit, IT and operations, and GRC.

The work plan serves as one of the KPIs used to assess the effectiveness of the Audit Committees performance during 2025.



Statement of the Audit Committee on the Effectiveness of Internal Control System and Risk Management

Bank Mandiri's internal control system has been deemed effective and comprehensive, demonstrated by the robust implementation of internal control functions. This includes the Internal Audit function, Risk Management, Compliance, and both Financial and Operational controls. The effectiveness of these control measures reflects the Bank's commitment to maintaining a sound internal environment, ensuring risk mitigation, compliance with regulations, and the safeguarding of assets, ultimately supporting sustainable business growth.

REMUNERATION AND NOMINATION COMMITTEE



The establishment of the Remuneration and Nomination Committee is intended to support the Board of Commissioners in its supervisory role by ensuring that the processes for nomination and remuneration of key management positions are conducted objectively, efficiently, and effectively. As part of the Corporate Governance implementation, the OJK regulations require banks to form a Remuneration and Nomination Committee to uphold compliance with core principles, including transparency, accountability, responsibility, independence, and fairness. This Committee plays a critical role in aligning management's compensation with performance, industry standards, and the Bank's long-term strategy.

Legal Reference

The establishment of the Remuneration and Nomination Committee refers to:

1. SOE Minister Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. SOE Minister Regulation No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.
3. POJK No. 34/POJK.04/2014 on the Nomination and Remuneration Committee of Issuers or Public Companies.
4. POJK No. 45/POJK.03/2015 on Governance in Providing Remuneration for Commercial Banks.
5. POJK No. 17 of 2023 on the Implementation of Governance for Commercial Banks.
6. Bank Mandiri's Articles of Association and amendments.
7. Decree of the Board of Commissioners No. KEP.KOM/014/2024 dated 27 December 2024 on the Composition of Memberships of the Audit Committee, Risk Oversight Committee, Integrated Governance Committee and Remuneration and Nomination Committee of PT Bank Mandiri (Persero) Tbk.
8. Decree of the Board of Directors No. KEP. DIR/019/2024 dated 05 April 2024 on Determination of Remuneration and Nomination Committee Membership.

REMUNERATION AND NOMINATION COMMITTEE

Structure, Membership and Profile of the Remuneration and Nomination Committee

The membership stipulation of the Remuneration and Nomination Committee are as follows:

1. The Remuneration and Nomination Committee consists of at least 3 (three) people with a composition of 1 (one) Independent Commissioner as Chair and member, 1 (one) Commissioner, and 1 (one) Executive Officer who oversees the Resources function. Human or 1 (one) Representative officer (ex officio) as a non-voting member.
2. The Executive Officer in charge of Human Resources or employee representatives who are members of the Committee must have knowledge of the Company's remuneration and/or nomination system and succession plan.
3. When there are more than 3 (three) members of the Remuneration and Nomination Committee, the members of the Independent Commissioners shall be no less than 2 (two) people.
4. The Chairman of the Remuneration and Nomination Committee may only hold concurrent positions as Chair of the Committee at most in 1 (one) another Committee.

As of 31 December 2024, the composition of the Remuneration and Nomination Committee's membership appointed based on the Decree of the Board of Directors No. KEP.DIR/019/2024 dated 05 April 2024 regarding the Determination of Remuneration & Nomination Committee Membership, is as follows:

Name	Position in the Committee	Position in Bank Mandiri	Period
M. Chatib Basri	Chairman & Member	Komisaris Utama/Komisaris Independen	2024 - 2028
Muliadi Rahardja	Member	Komisaris Independen	2022 - 2027
Rionald Silaban	Member	Komisaris	2024 - 2029
Arif Budimanta	Member	Komisaris	2020 – 2025
Faried Utomo	Member	Komisaris	2020 – 2025
Muhammad Yusuf Ateh	Member	Komisaris	2021 – 2026
Tedi Bharata*	Member	Komisaris	2024 - 2029
Votivia Mardinna	Non-Voting Member & Secretary	SEVP/Group Head Human Capital	2023-2028

*) Appointed as Commissioner effective from the Annual GMS on 7 March 2024.

Remuneration and Nomination Committee Profile

The profile of the Remuneration and Nomination Committee members as members of the Board of Commissioners can be viewed in Chapter 3 Profile of the Board of Commissioners in this Annual Report.

The following is the profile of member of the Remuneration and Nomination Committee as Non-Voting Member and Secretary:



REMUNERATION AND NOMINATION COMMITTEE



**VOTIVIA
MARDINNA**

Non-Voting Member
and Secretary

Age : 38 Years old
Citizenship : Indonesian
Domicile : Jakarta

Basis of Appointment

Board of Directors Decree No. KEP.DIR/017/2023

Educational Background

Bachelor of Economics from University of Gadjah Mada (2008)

Professional Background

- Group Head Performance & Remuneration (2023 - present)
- Department Head Performance & Career Development (2019-2023)
- Department Head Organization Development (2018-2019)
- Pj. Department Head Organization Development (May 2017)

Remuneration and Nomination Committee Charter

The Remuneration and Nomination Committee has a charter that defines its roles, responsibilities, and scope of work. This charter serves as a guideline, including duties with clarity, consistency, and in alignment with best practices. The work guidelines for the Remuneration and Nomination Committee are outlined in the Remuneration and Nomination Committee Charter of PT Bank Mandiri (Persero) Tbk, updated on 31 May 2024, as stipulated by the Decree of the Board of Commissioners No. KEP.KOM/008/2024.

The Remuneration and Nomination Committee Charter contains, among others:

1. General Purpose
2. Basic Regulations
3. Duties, Responsibilities, and Authority
4. Composition, Structure, and Membership Requirements
5. Meeting
6. Reports and Recommendations
7. Performance Evaluation
8. Closing

Remuneration and Nomination Committee Duties and Responsibilities

The Remuneration and Nomination Committee has the following duties and responsibilities:

1. Related to Nomination Function
 - a. Evaluate and provide recommendations to the Board of Commissioners on the Board of Directors' proposal regarding the Company's organizational structure.
 - b. Provide recommendations to the Board of Commissioners regarding the composition of positions of members of the Board of Directors and/or Board of Commissioners and/or Supervisory Board.
 - c. Identify candidates for members of the Board of Directors and/or candidates for members of the Board of Commissioners both from within and outside the Company who are eligible to be proposed/appointed as members of the Board of Directors or members of the Board of Commissioners.
 - d. Develop or evaluate and provide input to the Board of Commissioners regarding policies, criteria and qualifications required in the Nomination process in accordance with the Company's strategic plan.
 - e. Develop a system and procedure for the election and/or replacement of members of the Board of Directors and/or Board of Commissioners to be submitted to the GMS.

REMUNERATION AND NOMINATION COMMITTEE

- f. Provide proposals for the appointment, dismissal, and/or replacement of members of the Board of Directors and/or members of the Board of Commissioners to the GMS.
- g. Assist the Board of Commissioners in obtaining and/or analyzing data on prospective candidates for members of the Board of Directors from the talent pool of executives one level below the Board of Directors.
- h. Having a data base and talent pool of candidates for members of the Board of Directors and candidates for members of the Board of Commissioners.
- i. Develop, implement, and analyze the criteria and procedures for dismissal of the Board of Commissioners and/or the Board of Directors.
- j. Assess independent parties who will become members of the Supporting Committee of the Board of Commissioners and provide recommendations to the Board of Commissioners.
2. Related to Performance Management Functions
 - a. Develop or evaluate and provide input to the Board of Commissioners regarding the Performance Assessment Policy for members of the Board of Directors and/or members of the Board of Commissioners.
 - b. Prepare proposals for individual performance assessment system for members of the Board of Directors and/or members of the Board of Commissioners.
 - c. Evaluate the proposed Key Performance Indicators (KPI) of individual members of the Board of Directors.
 - d. Assisting the Board of Commissioners in performance assessment of members of the Board of Directors and/or members of the Board of Commissioners based on benchmarks that have been prepared as assessment materials.
3. Related to Remuneration Function
 - a. Provide recommendations to the Board of Commissioners regarding:
 - b. Assisting the Board of Commissioners in proposing an appropriate remuneration system for members and/or members of the Board of Commissioners in the form of a payroll/honorarium system, provision of facilities, benefits, bonuses/incentives/tantiem, pension system, assessment or evaluation of the system and the options provided.
 - c. Evaluate the remuneration policy based on performance, risk, fairness with peer groups, goals and long-term strategies of the Company, fulfillment of reserves as stipulated in laws and regulations and potential future income of the Company.
 - d. Evaluate the Remuneration Policy for Employees that requires approval/response from the Board of Commissioners.
 - e. Ensure that the Remuneration Policy is in accordance with applicable regulations including the Regulations of the Minister of State-Owned Enterprises, Regulations of the Financial Services Authority, and other relevant prevailing laws and regulations.
 - f. Submitting evaluation results and recommendations to the Board of Commissioners regarding the Remuneration Policy for the Board of Directors and/or Board of Commissioners to be submitted to the GMS.
 - g. Submitting the overall Remuneration Policy for Employees to be submitted to the Board of Directors.
 - h. Conduct periodic evaluations of the implementation of the Remuneration Policy.
4. Related to Development Function
 - a. Prepare proposals for Development Programs for members of the Board of Directors and/or members of the Board of Commissioners/Supervisory.
 - b. Conducting periodic reviews of the Company's Talent Management System, as well as monitoring and evaluating its implementation.
 - c. Evaluate the system and procedure of Talent Classification conducted by the Board of Directors.
 - d. Validating and calibrating the Talents proposed by the Board of Directors to the Board of Commissioners/Supervisory Board (Selected Talent) to produce a list of Talents to be nominated by the Board of Commissioners/Supervisory Board to the GMS/Minister of SOEs (Nominated Talent).

REMUNERATION AND NOMINATION COMMITTEE

- e. Evaluate the Company's Representative Candidates who will be proposed as members of the Board of Directors or members of the Board of Commissioners of Financial Services Institutions (FSIs) in the Financial Conglomeration, before being submitted to the GMS/Minister of SOEs.
5. Prepare and submit an annual work plan and budget to the Board of Commissioners to be determined prior to the current financial year. Furthermore, a copy of the annual work plan and budget shall be submitted by the Board of Commissioners to the Board of Directors of the SOE for their information.

Remuneration and Nomination Committee Authority

The Remuneration and Nomination Committee has the following authority:

1. Communicating with the Head of Unit and other parties in the Company to obtain information, clarification and requesting the required documents and reports.
2. Requesting the Company to conduct surveys according to the needs of the Remuneration and Nomination Committee.
3. Accessing records or information about employees, funds, assets and other company resources related to the implementation of their duties.
4. Obtaining input and or suggestions from outside parties of the Company relating to their duties.
5. Performing other authorities granted by the Board of Commissioners.

Remuneration and Nomination Committee Tenure

The tenure of members of the Remuneration and Nomination Committee as members of the Board of Commissioners, shall not be longer than the tenure of the Board of Commissioners as stipulated in the Articles of Association and can be re-elected for the next 1 (one) period. Whereas the tenure of the Remuneration and Nomination Committee members from Non-Commissioner Independent

Parties is the latest 3 (three) years and can be extended 1 (one) time during 2 (two) years of tenure, by not eliminating the rights of the Board of Commissioners to terminate at any time.

Remuneration and Nomination Committee Reporting

The Remuneration and Nomination Committee must report the implementation of duties, that are carried out for each assignment given and/or for any problems identified that require the attention of the Board of Commissioners or at least twice in 1 (one) year.

Remuneration and Nomination Committee Qualifications and Experience

Members of the Remuneration and Nomination Committee have at least the following qualifications:

1. General Requirements
 - a. Having integrity, character and good morals.
 - b. Does not have personal interests/relationships that can cause conflict of interest against the Company.
2. Competence Requirements
 - a. Having sufficient expertise, ability, knowledge and experience related to their duties and responsibilities, specifically related to the provisions of the Bank's remuneration and/or nomination system and succession plan.
 - b. Able to work together and to communicate well and effectively and are willing to provide sufficient time to carry out their duties.
 - c. Have adequate knowledge of the Company's Articles of Association, laws and regulations in the banking sector, Capital Market, SOEs and other relevant laws and regulations.
 - d. Willing to increase competencies continuously through education and training.

REMUNERATION AND NOMINATION COMMITTEE

The qualifications and professional background of the Chairman and Members of the Remuneration and Nomination Committee are as follows.

Remuneration and Nomination Committee Qualifications and Professional Background

Name	Position	Period	Education	Professional Background
M. Chatib Basri	Chairman and Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor Degree in Economics Master of Business Administration in Economic Development Ph. D in Economics 	Professional background in finance and corporate oversight.
Muliadi Rahardja	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor of Accounting Master of Business Administration in Finance 	Professional background in banking and corporate oversight.
Rionald Silaban	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor of Law Master of Law Center 	Professional background in finance and human capital.
Arif Budimanta	Member	1 January – 31 December 2024	<ul style="list-style-type: none"> Bachelor in Soil Science Master of Sains in Natural Resources Economics Doctorate in Social and Political Science 	Professional background in banking.
Faried Utomo	Member	8 March – 31 December 2024	<ul style="list-style-type: none"> Master degree in Law Bachelor degree in Law 	Professional background in Cabinet Secretariat of RI and corporate oversight.
Muhammad Yusuf Ateh	Member	8 March – 31 December 2024	<ul style="list-style-type: none"> Doctorate in State Administrative Master of Business Administration (MBA) in Business of Administration from Diploma 4 in Accounting Diploma 3 in Accounting 	Professional background in finance and corporate oversight.
Tedi Bharata	Member	8 March – 31 December 2024	<ul style="list-style-type: none"> Master of Public Administration Bachelor Degree in Computer Science and Information Management System 	Professional background in human resources, information technology, and corporate oversight.
Votivia Mardinna	Non-Voting Member and Secretary	1 – 31 December 2023	Bachelor in Economy	Professional background including in human capital.

Remuneration and Nomination Committee Independence

All members of the Remuneration and Nomination Committee who are independent parties have no financial, management, shareholding, or familial relationships with the Board of Commissioners, the Board of Directors, and/or the Controlling Shareholders. Additionally, there are no affiliations with Bank Mandiri that could compromise objectivity or influence ability to carry out their responsibilities independently. This ensures that the Committee is upholding the principles of good corporate governance and maintaining integrity in its oversight of the nomination and remuneration processes.