



REMUNERATION AND NOMINATION COMMITTEE

Independence Aspects	M. Chatib Basri	Muliadi Rahardja	Rionald Silaban	Arif Budimanta	Faried Utomo	Muhammad Yusuf Atef	Tedi Bharata
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	√	√	√	√	√	√	√

Meetings of Remuneration and Nomination Committee

The Remuneration and Nomination Committee holds regular meetings at least once in 3 (three) 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 2024, 15 (fifteen) meetings were held with the following agenda.

Remuneration and Nomination Committee Meeting Agenda

No.	Date	Agenda	Qourum
1.	18 January 2024	Proposal for Subsidiary Management	100%
2.	31 January 2024	Discussion on Bank Mandiri Talent	100%
3.	06 February 2024	Proposal for Bank Mandiri Management	100%
4.	22 February 2024	Proposal for Talent Pool and Governance of Long-Term Incentives (LTI)	100%
5.	01 March 2024	Proposal for the Remuneration of the Board of Directors and Board of Commissioners for 2024, as well as Bonuses and Long-Term Incentives (LTI) for the 2023 Financial Year	100%

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No.	Date	Agenda	Qourum
6.	07 March 2024	Proposal for Bank Mandiri Management at the 2023 Annual GMS	100%
7.	28 March 2024	Proposal for Independent Members of the Risk Monitoring Committee	100%
8.	June 2024	Proposal for Setting Targets and Governance of LTI for 2024–2026 Proposal for Subsidiary Management	100%
9.	13 June 2024	Proposal for Subsidiary Management	100%
10.	20 June 2024	Proposal for Adjustments to Bank Mandiri's Organizational Structure	100%
11.	18 July 2024	Proposal for Adjustments to the Board of Commissioners' Decision on Allowances, Facilities, and Benefits for the Board of Commissioners and Board of Directors of Bank Mandiri	100%
12.	31 July 2024	Consultation on Changes to Bonus and LTI Budgets for 2024 in line with the revised 2024 RKAP	100%
13.	26 September 2024	1. Discussion on Bank Mandiri Talent Pool 2. HC Strategy: Progress Report & Plan for 2025–2029	100%
14.	31 October 2024	Proposal for Subsidiary Management	100%
15.	19 November 2024	Proposal for the Dismissal and Appointment of the Corporate Secretary	100%

Remuneration and Nomination Committee Meeting Frequency and Attendance

Name	Position	Total Meeting	Total Attendance	(%)
M. Chatib Basri	Chairman & Member	15	6	40%
Muliadi Rahardja	Member	15	6	40%
Rionald Silaban	Member	15	6	40%
Arif Budimanta	Member	15	6	40%
Faried Utomo	Member	15	2	13%
Muhammad Yusuf Ateh	Member	15	2	13%
Andrinof A. Chaniago*	Member	7	7	100%

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

Key Performance Indicators Achievement of the Remuneration and Nomination Committee

The achievements of the Remuneration and Nomination Committee's Key Performance Indicators (KPIs) in 2024 are reflected in the successful implementation of the work plan, the quality of the recommendations provided, and the effectiveness of the communication established with the Board of Commissioners, the Board of Directors, and Heads of related Work Units.