

DIVERSITY POLICY OF THE BOARD OF COMMISSIONERS AND DIRECTORS



Bank Mandiri's diversity policy for the Board of Commissioners and the Board of Directors focuses on a comprehensive combination of age, educational background, and professional experience. This approach ensures a variety of perspectives, skills, and insights that are essential for effective governance.

Policies on Diversity of the Board of Commissioners

The Bank Mandiri's Articles of Association regulated the diversity of the Board of Commissioners in accordance with the Attachment to SEOJK No. 32/SEOJK.04/2015 on Public Companies' Governance Guideline and SEOJK No. 13/SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks.

The selection and appointment process for the Board of Commissioners considers a range of criteria, including age, gender, educational

background, professional experience, integrity, dedication, and a strong understanding of the Company's management issues. Moreover, the candidates shall have the necessary knowledge and expertise relevant to Bank Mandiri's needs and being able to dedicate sufficient time to perform duties effectively, in compliance with prevailing laws and regulations. Currently, the composition of the Board of Commissioners meets these criteria, encompassing diverse age groups, gender representation, educational qualifications, and relevant experience.

In 2024, the diversity of the Board of Commissioners is evident in its composition, showcasing a balanced mix of educational backgrounds, work experience, age, and gender, as illustrated in the table below:

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Diversity of the Board of Commissioners Composition

Name	Position	Age	Gender	Education Background	Professional Background	Skills
M. Chatib Basri	President Commissioner/ Independent	57 Years old	Male	<ul style="list-style-type: none"> Ph.D. in Economics. Master of Business Administration in Economic Development. Bachelor of Economics. 	Professional background in finance and corporate oversight.	Macroeconomic, Finance
Zainudin Amali	Vice President Commissioner/ Independent	62 Years old	Male	<ul style="list-style-type: none"> Bachelor in Economics (Accounting) Magister in Public Policy Doctorate in Government Science Honorary Professor in Sports Policy 	Work experiences including in Company Supervision	Finance, Public Policy.
Loeke Larasati Agoestina	Independent Commissioner	63 Years old	Female	<ul style="list-style-type: none"> Bachelor of Law Master of Management 	Professional background in legal affairs and banking.	Legal
Muliadi Rahardja	Independent Commissioner	64 Years old	Male	<ul style="list-style-type: none"> Bachelor of Accounting Master of Business Administration in Finance 	Professional background in banking and corporate oversight	Banking, Accounting
Heru Kristiyana	Independent Commissioner	68 Years old	Male	<ul style="list-style-type: none"> Bachelor of Law Magister in Management 	Work experiences including in Banking Supervision	Banking, Finance, Legal



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Name	Position	Age	Gender	Education Background	Professional Background	Skills
Rionald Silaban	Commissioner	56 Years old	Male	<ul style="list-style-type: none"> Bachelor of Law Master of Law Center 	Professional background in finance and human capital.	Human Capital, Finance, Legal
Arif Budimanta	Commissioner	54 Years old	Male	<ul style="list-style-type: none"> Bachelor of Geology Master of Science in Natural Resources Economics Doctor of Social and Political Science 	Professional background in banking.	Finance
Faried Utomo	Commissioner	58 Years old	Male	<ul style="list-style-type: none"> Bachelor of Law Master of Law 	Professional background in government.	Legal
Muhammad Yusuf Ateh	Commissioner	58 Years old	Male	<ul style="list-style-type: none"> Diploma 3 in Accounting Diploma 4 in Accounting Master of Business Administration (MBA) Doctor of State Administrative 	Professional background in legal affairs and supervision.	Accounting, Audit
Tedi Bharata	Commissioner	41 Years old	Male	<ul style="list-style-type: none"> Master of Public Administration Bachelor Degree in Computer Science and Information Management System 	Professional background in government.	Human Resources, Information Technology, Banking