

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	- 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	- 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	- Bachelor of Law - Master of Management	Professional background in legal affairs and banking.	Legal
Muliadi Rahardja	Independent Commissioner	64 Years old	Male	- 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	- 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	- 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	- 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	- Bachelor of Law - Master of Law	Professional background in government.	Legal
Muhammad Yusuf Ateh	Commissioner	58 Years old	Male	- 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	- Master of Public Administration - Bachelor Degree in Computer Science and Information Management System	Professional background in government.	Human Resources, Information Technology, Banking

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Board of Directors Diversity Policy

The Financial Services Authority (OJK) recommendations, as outlined in the Attachment of SEOJK No. 32/SEOJK.04/2015 on Governance Guidelines for Public Companies and SEOJK No. 13/SEOJK.03/2017 on Governance for Commercial Banks, emphasize that the composition of the Board of Directors should reflect diversity. The diversity of the Board of Directors is defined as a mix of characteristics, both at the organizational and individual levels, tailored to meet the needs of a Public Company. This diverse composition is achieved by considering expertise, knowledge, and experience that align with the specific roles and responsibilities of each Board member, ensuring the effective pursuit of the Company's objectives.

The consideration of diverse characteristics is applied during the nomination and appointment process, whether for individual members or the Board as a whole. The diversity requirements specified in SEOJK No. 32/SEOJK.04/2015 and

SEOJK No. 13/SEOJK.03/2017 have been integrated into the Company's Articles of Association. The appointment of the Board of Directors takes into account integrity, dedication, a thorough understanding of Company management issues, knowledge or skills relevant to the Company's needs, and the capacity to dedicate sufficient time to fulfill their duties. These criteria align with prevailing laws and regulations.

While the diversity policy focuses on knowledge and expertise according to the scope of the Board of Directors' duties, Bank Mandiri has not yet established formal diversity policies related to age and gender, as the primary consideration is fulfilling the specific needs of the Company.

In 2024, the composition of the Board of Directors reflects diversity in terms of educational background, work experience, age, and gender, as detailed in the table below:

Board of Directors Composition Diversity

Name	Position	Age	Gender	Education	Work Experience	Skills
Darmawan Junaidi	President Director	58 year old	Male	Bachelor of Law	Professional background in banking, finance and mining.	Treasury & International Banking, Risk Management, Funding & Lending, Finance, Special Asset Management, Credit Recovery, Legal
Alexandra Askandar	Vice President Director	52 year old	Female	- Bachelor of Economy. - Master of Business Administration (MBA) in Finance	Professional background in banking, finance and securities.	Corporate Banking, Special Assets Management, Structured Finance, Government & Institutional.



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Name	Position	Age	Gender	Education	Work Experience	Skills
Agus Dwi Handaya	Director of Compliance and HR	54 year old	Male	- Bachelor of Accounting - Master of Business Administration (MBA) in Strategy & Finance	Professional background in banking, human resources and economy.	Human Capital, Finance, Strategy and Performance
Riduan	Director of Corporate Banking	54 year old	Male	- Bachelor of Economy Accounting - Master of Management	Professional background in audit, banking, insurance, and economy.	Accounting, Finance, Audit, Banking and Risk Management.
Aquarius Rudianto	Director of Network and Retail Banking	57 year old	Male	Bachelor in Social and Political Science	Professional background in conventional banking, syaria banking, capital market, risk management, and economy.	Corporate & Commercial Credit, Retail Credit Risk Management, Commercial Credit Risk Management, Commercial Banking, and Commercial Sales.
Toni E. B. Subari	Director of Operations	60 year old	Male	Bachelor of Agricultural Industry Technology	Professional background in conventional banking, syaria banking, capital market, risk management, and economy.	Credit Recovery, Corporate Banking, Business Banking, and Special Asset Management.
Rohan Hafas	Director of Institutional Relations	63 year old	Male	Bachelor of Economy	Professional background in banking, consultant, corporate secretary, institutional relations, and public relations.	Brain Mapping, Risk Management, Marketing, Corporate Relation, and Corporate Secretary.

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Name	Position	Age	Gender	Education	Work Experience	Skills
Sigit Prastowo	Director of Finance and Strategies	53 year old	Male	- Bachelor of Geography/Area Planning - Master of Management	Professional background in banking, finance, and corporate oversight.	Treasury Dealer, Risk Management, Kredit Analyst, Budgeting, and Finance.
Timothy Utama	Director of Information Technology	59 year old	Male	Bachelor of Business Administration in accounting and finance	Professional background in banking, treasury, trade service and technology and information system	Banking operation, treasury, trade service and information technology
Eka Fitria	Director of Treasury and International Banking	46 year old	Female	- Bachelor of Law - Master of Business Administration	Professional background in banking, treasury, human resources	Treasury, Human Capital
Danis Subyantoro	Director of Risk Management	56 year old	Male	Bachelor of Agriculture	Professional background in Risk Management, Internal Audit, Wholesale Risk, Corporate Risk	Risk Management, Internal Audit
Totok Priyambodo	Director of Commercial Banking	50 year old	Male	Bachelor of Civil Engineering	Professional background in Commercial Banking	Banking operation, Commercial Banking