

## DIVERSITY POLICY OF THE BOARD OF COMMISSIONERS AND DIRECTORS

### 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	<ul style="list-style-type: none"> <li>Bachelor of Economy.</li> <li>Master of Business Administration (MBA) in Finance</li> </ul>	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	<ul style="list-style-type: none"> <li>Bachelor of Accounting</li> <li>Master of Business Administration (MBA) in Strategy &amp; Finance</li> </ul>	Professional background in banking, human resources and economy.	Human Capital, Finance, Strategy and Performance
Riduan	Director of Corporate Banking	54 year old	Male	<ul style="list-style-type: none"> <li>Bachelor of Economy Accounting</li> <li>Master of Management</li> </ul>	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	<ul style="list-style-type: none"> <li>Bachelor of Geography/Area Planning</li> <li>Master of Management</li> </ul>	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	<ul style="list-style-type: none"> <li>Bachelor of Law</li> <li>Master of Business Administration</li> </ul>	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