

Diversity of The Board of Directors

PT. Bank Mandiri (Persero) Tbk.

The OJK recommendations, as outlined in the Attachment of SEOJK No. 32/SEOJK.04/2015 on Governance Guidelines for Public Companies and POJK No. 17 of 2023 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 POJK No. 17 of 2023 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 2025, 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
Riduan	President Director	55 years old	Male	- Bachelor of Accounting in Economics - Master in Management	Banking, Auditing, Insurance and economics
Henry Panjaitan	Vice President Director	56 years old	Male	- Bachelor in Management - Master of Commerce - Master in Financial Management	Banking, Guarantee Business, Treasury and International Banking
Timothy Utama	Directors Operations	60 years old	Male	Bachelor of Business Administration in Accounting and Finance	Banking, Operations, Treasury, trade service, and Information Technology
Eka Fitria	Director Human Capital and Compliance	47 years old	Female	- Bachelor of Law - Master of Business Administration	Banking, Treasury, International Banking, Human Capital and Compliance
Danis Subyantoro	Director Risk Management	57 years old	Male	Bachelor of Agriculture	Banking, Risk Management and Auditing

Name	Position	Age	Gender	Education	Work Expirience
Totok Priyambodo	Director Commercial Banking	51 years old	Male	Bachelor of Civil Engineering	Banking and Commercial Banking
Mochamad Rizaldi	Director Corporate Banking	44 years old	Male	Bachelor of Computer Science and Engineering	Banking, Corporate Banking and Special Asset Management
Saptari	Director Consumer Banking	56 years old	Male	Bachelor of Economic in Accounting	Banking, Commercial Banking, Micro and Consumer Banking
Ari Rizaldi	Director Treasury & International Banking	55 years old	Male	Bachelor of Accounting	Banking,Treasury & International Banking
Novita Widya Anggraini	Director Finance and Strategy	49 years old	Female	Bachelor of Accounting	Banking, Accounting, Finance, Strategy and Performance Management
Jan Winston Tambunan	Director Network & Retail Funding	57 years old	Male	Bachelor of Accounting	Banking, Network and Retail Funding
Sunarto	Director Information Technology	43 years old	Male	• Bachelor of Information System • Master of Business Administration	Banking, Digital Banking and Information Technology