

Anti-Corruption and Anti-Fraud Communication and Training by Region

LOCATION	UNIT	2024		2023		STANDARD	
		TOTAL	%	TOTAL	%		
Anti-Corruption and Anti-Fraud Policies and Procedures Communicated by the Organization							
Head Office	people	13,811	35.53	12,389	32.43	[GRI 205-2]	
Sumatra (Region 1, 2)	people	4,787	12.31	4,779	12.51		
Jakarta (Region 3, 4, 5)	people	6,832	17.57	7,309	19.13		
Java (Region 6, 7, 8)	people	7,755	19.95	7,770	20.34		
Kalimantan (Region 9)	people	1,796	4.62	1,929	5.05		
Sulawesi & Maluku (Region 10)	people	2,043	5.26	2,086	5.46		
Bali & Nusa Tenggara (Region 11)	people	1,175	3.02	1,158	3.03		
Papua (Region 12)	people	675	1.74	756	1.98		
Total	people	38,874	100.00	38,198	100		
Participation in Anti-Corruption and Anti-Fraud Training							
Head Office	people	1,812	42.08	3,588	32.29		[GRI 205-2]
Sumatra (Region 1, 2)	people	343	7.97	1,064	9.58		
Jakarta (Region 3, 4, 5)	people	533	12.38	2,389	21.5		
Java (Region 6, 7, 8)	people	541	12.56	2,057	18.51		
Kalimantan (Region 9)	people	590	13.70	953	8.58		
Sulawesi & Maluku (Region 10)	people	223	5.18	468	4.21		
Bali & Nusa Tenggara (Region 11)	people	212	4.92	408	3.67		
Papua (Region 12)	people	52	1.21	184	1.66		
Total	people	4,306	100.00	11,111	100		

Suppliers Receiving Anti-Corruption Communication

DESCRIPTION	UNIT	2024		2023		STANDARD
		TOTAL	%	TOTAL	%	
Service Providers	People	415	58	659	42	[GRI 205-2]
Goods Suppliers	People	297	42	895	58	
Total	People	712	100	1,554	100	

GRI Content Index

Statement of Use	PT Bank Mandiri (Persero) Tbk has reported the information cited in this GRI content index for the period 1 January until 31 December 2024 in accordance to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
General Disclosures	GRI 2: General Disclosures 2021	2-1 Organizational details	26			
		2-2 Entities included in the organization's sustainability reporting	37			
		2-3 Reporting period, frequency and contact point	37, 38			
		2-4 Restatement of information	37			
		2-5 External assurance	38			
		2-6 Activities, value chain, and other business relationship	30, 37, 280-285			
		2-7 Employees	221, 289-290			
		2-8 Workers who are not employees	221, 289-290			
		2-9 Governance structure and composition	43, 64-65, 301			
		2-10 Nomination and selection of the highest governance body	57			
		2-11 Chair of the highest governance body	43			
		2-12 Role of the highest governance body in overseeing the management of impacts	43, 62, 64-65, 116			
		2-13 Delegation of responsibility for managing impacts	64-65			
		2-14 Role of the highest governance body in sustainability reporting	24, 38, 64-65			
		2-15 Conflict of interest	49			
		2-16 Communication of critical concerns	62-63, 66			

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
		2-17	Collective knowledge of the highest governance body	52, 132		
		2-18	Evaluation of the performance of the highest governance body	47		
		2-19	Remuneration policies	57		
		2-20	Process to determine remuneration	57		
		2-21	Annual total compensation ratio	60, 293		
		2-22	Statement on sustainable development strategy	16, 20, 69		
		2-23	Policy commitments	28, 69		
		2-24	Embedding policy commitments	42, 64-65, 69, 166, 201		
		2-25	Process to remediate negative impacts	77, 274		
		2-26	Mechanisms for seeking advice and raising concerns	77, 301		
		2-27	Compliance with laws and regulations	297-298		
		2-28	Membership associations	36		
		2-29	Approach to stakeholder engagement	116		
		2-30	Collective bargaining agreements	217		
Material Topics	GRI 3: Material Topics 2021	3-1	Process to determine material topics	116, 118		
		3-2	List of material topics	118, 120		
Economic Performance	GRI 3: Material Topics 2021	3-3	Pengelolaan terhadap topik material	85, 227		
	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	280		
		201-2	Financial implications and other risks and opportunities due to climate change	102		

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
		201-3	Defined benefit plan obligations and other retirement plans	227		
		201-4	Financial assistance received from government	85		
Market Presence	GRI 3: Material Topics 2021	3-3	Management of material topics	218, 223		
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	223		
		202-2	Proportion of senior management hired from the local community	218		
Indirect Economic Impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	263		
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	263, 299		
		203-2	Significant indirect economic impacts	263, 264		
Procurement Practices	GRI 3: Material Topics 2021	3-3	Management of material topics	87		
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	87, 285		
Anti-corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	79		
	GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	79		
		205-2	Communication and training about anti-corruption policies and procedures	78, 81, 86, 302		
		205-3	Confirmed incidents of corruption and actions taken	76, 301		

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
Tax	GRI 3: Material Topics 2021	3-3	Management of material topics	85		
	GRI 207: Tax 2019	207-1	Approach to tax	85		
		207-2	Tax governance, control, and risk management	85		
		207-3	Stakeholder engagement and management of concerns related to tax	85		
		207-4	Country-by-country reporting	85		
Energy	GRI 3: Material Topics 2021	3-3	Management of material topics	235		
	GRI 302: Energy 2016	302-1	Energy consumption within the organization	235-236, 286		
		302-2	Energy consumption outside of the organization	235, 286		
		302-3	Energy intensity	235, 286		
		302-4	Reduction of energy consumption	235-236, 286, 288		
		302-5	Reductions in energy requirements of products and services	235, 286		
Water and Effluents	GRI 3: Material Topics 2021	3-3	Management of material topics	239		
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	239		
		303-2	Management of water discharge-related impacts	239		
		303-3	Water withdrawal	239, 287		
		303-4	Water discharged	239, 287		
		303-5	Water consumption	239, 287		

Material Aspects and General Disclosures	GRI Standard		Disclosure	Page	OMISSION		
					Requirement Omitted	Reason	Explanation
Emissions	GRI 3: Material Topics 2021	3-3	Management of material topics	234			
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	234, 286			
		305-2	Energy indirect (Scope 2) GHG emissions	234, 286			
		305-3	Other indirect (Scope 3) GHG emissions	108, 234, 286, 287			
		305-4	GHG emissions intensity	234, 286, 287			
		305-5	Reduction of GHG emissions	234, 236, 286, 288			
		305-6	Emissions of ozone-depleting substances (ODS)	-	Emissions of ozone-depleting substances (ODS)	Not applicable	Bank Mandiri's operations do not significantly involve the use of such substances, making them irrelevant to the Bank's business activities.
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	-	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Not applicable	Bank Mandiri's operations do not significantly involve the use of such substances, making them irrelevant to the Bank's business activities.

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
Waste	GRI 3: Material Topics 2021	3-3	Management of material topics			
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts			
		306-2	Management of significant waste-related impacts			
		306-3	Waste generated			
		306-4	Waste directed from disposal			
		306-5	Waste directed to disposal			
Employment	GRI 3: Material Topics 2021	3-3	Management of material topics			
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover			
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			
		401-3	Parental leave			
Training and Education	GRI 3: Material Topics 2021	3-3	Management of material topics			
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee			
		404-2	Programs for upgrading employee skills and transition assistance programs			
		404-3	Percentage of employees receiving regular performance and career development reviews			

Material Aspects and General Disclosures	GRI Standard	Disclosure	Page	OMISSION		
				Requirement Omitted	Reason	Explanation
Diversity and Equal Opportunity	GRI 3: Material Topics 2021	3-3	Management of material topics	214, 216, 222		
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	289, 291-292		
		405-2	Ratio of basic salary and remuneration of women to men	222, 292-293		
Non Discrimination	GRI 3: Material Topics 2021	3-3	Management of material topics	216		
	GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	217		
Local Community	GRI 3: Material Topics 2021	3-3	Management of material topics	274		
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	264, 274, 299		
		413-2	Operations with significant actual and potential negative impacts on local communities	264, 274		
Marketing and Labeling	GRI 3: Material Topics 2021	3-3	Management of material topics	169		
	GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	169		
		417-2	Incidents of non- compliance concerning product and service information and labeling	-		
		417-3	Incidents of non-compliance concerning marketing communications	-		

Material Aspects and General Disclosures	GRI Standard		Disclosure	Page	OMISSION		
					Requirement Omitted	Reason	Explanation
Customer Privacy	GRI 3: Material Topics 2021	3-3	Management of material topics	191			
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	191, 297-298			