



Remuneration Structure of the Board of Commissioners and the Board of Directors [GRI 2-21]

No	Type of Income	Provisions		
		Board of Commissioners	Board of Directors	
1	Honorarium / Salary	Job level factor <ul style="list-style-type: none"> President Commissioner: 45% of the President Director Vice President Commissioner: 42.5% of the President Director Commissioner: 90% of the President Commissioner 	Job level factor <ul style="list-style-type: none"> Vice President Director: 95% of the President Director Director in charge of Human Resources: 90% of the President Director Other Directors: 85% of the President Director 	
2	Allowances	Religious Holiday Allowance	1 (one) time honorarium	1 (one) time salary
		Housing Allowance	Not provided	Monthly housing allowance if not occupying official housing, up to a maximum of IDR27,500,000
		Transportation Allowance	20% of honorarium	Not provided
		Annual Leave Allowance	Not provided	Not provided
		Post-Employment Benefit	Insurance premium up to a maximum of 25% of honorarium per year	Insurance premium up to a maximum of 25% of honorarium per year
3	Facilities	Official Vehicle Facility	Provided in the form of transportation allowance equal to 20% of honorarium	One (1) official vehicle provided on a rental basis in accordance with established criteria
		Health Facilities	Medical reimbursement in accordance with internal policy No. KEP.KOM/011/2024	Medical reimbursement in accordance with internal policy No. KEP.KOM/011/2024
		Professional Association Membership	Maximum of two (2) memberships relevant to the Company's activities	Maximum of two (2) memberships relevant to the Company's activities
		Legal Assistance Facility	Legal assistance facility in accordance with internal policy No. KEP.KOM/011/2024	Legal assistance facility in accordance with internal policy No. KEP.KOM/011/2024
4	Bonus, Tantiem, Incentives	May be provided in the form of shares or cash	May be provided in the form of shares or cash	

Variable Remuneration

Bank Mandiri provides variable remuneration, which is remuneration linked to performance and risk, including bonuses, tantiem/performance incentives, or other equivalent forms. This remuneration may be granted in the form of cash, shares, or share-based instruments issued by Bank Mandiri. However, Board of Commissioners receive remuneration in cash to avoid potential conflicts of interest in carrying out their supervisory functions. In addition, Independent Commissioners receive remuneration in cash in accordance with the provisions of OJK Regulation No. 45/POJK.03/2015.

Bank Mandiri grants Long-Term Incentives (LTI) in the form of shares to members of the Board of Directors. LTI indicators include the achievement of ESG aspects, encompassing the distribution of Kredit Usaha Rakyat (KUR), cybersecurity breaches, ESG rating, the number of active Livin' by Mandiri users, sustainable financing/credit, and average diversity in top talent (women & young talent), with a total weighting of 32%.