



6. If in the decision making carried out by voting there is an equal number of votes, then the decision supported by the vote of the Chairman of the Remuneration and Nomination Committee is taken.
7. In the event that the decision-making process has differences of opinion, the difference of opinion must be included in the minutes of the meeting along with the reasons for the dissent.
8. The results of the Remuneration and Nomination Committee meetings must be stated in minutes of meetings and documented by the Company.
9. Minutes of Remuneration and Nomination Committee meetings must be submitted in writing to the Board of Commissioners

Meeting Agenda of Remuneration and Nomination Committee

Throughout 2018, the date of implementation, meeting agenda and the participants of Remuneration and Nomination Committee meeting, as follows.

Table of Meeting Agenda of Remuneration and Nomination Committee

No.	Meeting Date	Meeting Agenda	Meeting Participant	Quorum of Attendance (%)
1.	Wednesday, February 14, 2018	<ol style="list-style-type: none"> 1. Discussion of Proposed Candidate for Board of Directors of Bank Mandiri to the Minister of BUMN. 2. Discussion on the Proposed Remuneration of the Board of Commissioners and Board of Directors of Bank Mandiri at the 2018 Annual Meeting of Shareholders. 3. Update and Proposal on Bank Mandiri Material Risk Taker Approval. 4. Proposals from Bank Mandiri as Management of Subsidiary Companies. 	<ul style="list-style-type: none"> - Hartadi Agus Sarwono - Imam Apriyanto Putro - Askolani - Bangun Sarwito Kusmulyono - Goei Siau Hong - Ardan Adiperdana - Makmur Keliat - R. Widyo Pramono - Sanjay N. Bharwani 	100
2.	Wednesday, March 21, 2018	Discussion on Proposed Candidate for Board of Directors and Board of Bank Mandiri at Annual Meeting of Shareholders 2017.	<ul style="list-style-type: none"> - Hartadi Agus Sarwono - Askolani - Bangun Sarwito Kusmulyono - Goei Siau Hong - Ardan Adiperdana - Makmur Keliat - R. Widyo Pramono - Sanjay N. Bharwani 	88
3.	Wednesday, June 6, 2018	Discussion of the determination of Remuneration for 2018 and 2017 Performance Tantiem of the Board of Commissioners and Directors of Bank Mandiri.	<ul style="list-style-type: none"> - Hartadi Agus Sarwono - Imam Apriyanto Putro - Askolani - Bangun Sarwito Kusmulyono - Goei Siau Hong - Ardan Adiperdana - Makmur Keliat - R. Widyo Pramono - Putu Dewi Prasthiani 	100
4.	Wednesday, July 11, 2018	Discussion of LTI Terms and Condition of the Board of Commissioners and Directors of Bank Mandiri.	<ul style="list-style-type: none"> - Hartadi Agus Sarwono - Imam Apriyanto Putro - Askolani - Bangun Sarwito Kusmulyono - Ardan Adiperdana - Makmur Keliat - Putu Dewi Prasthiani 	75
5.	Wednesday, December 19, 2018	Discussion on Proposed Changes in Bank Mandiri Management at the Extraordinary GMS 2019.	<ul style="list-style-type: none"> - Hartadi Agus Sarwono - Imam Apriyanto Putro - Askolani - Bangun Sarwito Kusmulyono - Goei Siau Hong - Ardan Adiperdana - Makmur Keliat - R. Widyo Pramono - Putu Dewi Prasthiani 	100

Frequency and Level of Attendance of Remuneration and Nomination Committee Meetings

Throughout 2018, Remuneration and Nomination Committee has held 5 (five) meetings with the frequency and attendance level of the Remuneration and Committee members as follows.

Table of Frequency and Attendance Level of the Remuneration and Nomination Committee

Name	Designation	Number of Meetings	Attendance	Percentage
Hartadi Agus Sarwono	Chairman Concurrently Member	5	5	100%
Imam Apriyanto Putro	Member	5	4	80%
Askolani	Member	5	5	100%
Bangun Sarwito Kusmulyono	Member	5	5	100%
Goei Siau Hong	Member	5	4	80%
Ardan Adiperdana	Member	5	5	100%
Makmur Keliat	Member	5	5	100%
R. Widy Pramono	Member	5	4	80%
Sanjay N. Bharwani ^{*)}	Member	2	2	100%
Putu Dewi Prasthiani ^{**)}	Member	3	3	100%

^{*)} Tenure ends on March 29, 2018

^{**)} Served since April 9, 2018

The Key Performance Indicators Achievement of The Remuneration and Nomination Committee

The achievement of KPI of Remuneration and Nomination Committee is as follows.

No.	Key Performance Indicator	Indicator Value (%)	Achievement Value (%)	Indicator Value x Achievement Value (%)
1.	Realization Number of Committee meeting and Work Plan	30,00	100,00	30,00
2.	Assessment on attendance level and participation in the Meetings	20,00	100,00	20,00
3.	Submission of Review Outcome to the Board of Commissioners	20,00	95,00	19,00
4.	On-time Preparation and Submission of Committee Report	30,00	95,00	28,50
TOTAL		100,00		97,50

Remuneration of The Remuneration and Nomination Committee

Remuneration for Remuneration and Nomination Committee derived from Non Commissioner Independent party is regulated in the Letter of Board of Commissioners No. KOM/113/2016. Remuneration for Remuneration and Nomination Committee is as follows:

No.	Description	Non Commissioner Committee Member
1.	Salary/Honorarium	Maximum 20% of the President Director's salary
2.	Post-Employment Benefit	Not given
3.	Religious Holiday Allowance	In accordance with the terms of Bank Mandiri
4.	Bonus/Tantiem	Not given
5.	Facilities	
	a. Transportation Allowance	Not given
	b. Health	Not given
	c. Office travel	In accordance with the employee provision/ equivalent of Group Head