

1. The source of candidates for the Board of Commissioners/Board of Commissioners of SOE comes from:
 - a. Former SOE Director.
 - b. SOE Board of Commissioners/Supervisory Board.
 - c. Structural Officials and Government Functional Officers.
 - d. Other sources.
2. Candidates who will be nominated as the candidates for Board of Commissioners are someone who has been declared to have fulfilled the Formal Requirements, Material Requirements and Other Requirements.
3. The assessment of Material Requirement fulfillment is carried out by: i. assessing curriculum vitae and supporting documents; and ii. a written statement required from the candidate concerned as listed in Attachment II to this Ministerial Regulation, specifically to assess integrity; and/or iii. Interview.
4. For certain SOEs determined by the Minister, the candidates for the President Commissioner/ Members of the Board of Commissioners must follow the fit and proper test conducted by Professional Institutions appointed by the Minister to conduct fit and proper tests on prospective Directors.
5. Especially for SOE Banks, prospective candidates who will be submitted at the GMS are assessed by a Team formed by the Minister by involving the Chair of Board of Commissioners who performs the Nomination function. If the Chairperson of Board of Commissioners as intended is absent, he can be replaced by a Committee member from the Independent Commissioner who performs the Nomination function.

The nomination and selection process of Board of Commissioners is carried out through the proposal of the members of Board of Directors to the GMS taking into account the recommendations of Board of Commissioners or the Nomination, Remuneration and Risk Committee. Before discussion of the appointment and dismissal of Board of Commissioners at the GMS, information has been provided about the profile of new and re-appointed candidates for Board of Commissioners.

Board Charter of The Board of Commissioners

In carrying out its duties, the Board of Commissioners of Bank Mandiri is guided by the Board of Commissioners' Regulations ratified based on the Decree of the Board of Commissioners Number: KEP.KOM/005/2016 dated December 21, 2016. The Board of Commissioners Code

of Conduct contains instructions on how the Board of Commissioners works, among others, contains instructions on work procedures and explains the stages of activities in a structured and systematic manner and is easy to understand and can be implemented consistently. The Board of Commissioners' Code of Conduct is a reference for the Board of Commissioners in carrying out their respective duties to achieve the Company's objectives.

Board of Commissioners' Regulations govern the following matters.

1. General Provision
2. Duties, Responsibilities, and Authorities
 - a. Duties and Responsibilities
 - b. Obligations of the Board of Commissioners
 - c. Rights and Authorities of the Board of Commissioners
 - d. Information Transparency and Conflict of Interest
 - e. Committees
3. Board of Commissioners Meeting
 - a. Types and Quorums of the Meeting
 - b. Guest Participants of Board of Commissioners Meeting
 - c. Meeting Head
 - d. Meeting Materials
 - e. Meeting Resolutions
 - f. Meeting Minutes
 - g. Summons and Implementation of the Meeting
 - h. Secretary to the Board of Commissioners
4. Task Distribution
 - a. Task Divisions
 - b. Commissioners' Working Period
 - c. Document Execution
 - d. Business Trip
 - e. Evaluation to the Performance of the Board of Commissioners
5. Miscellaneous
 - a. Corporate Ethics and Culture
 - b. Continuous Education
 - c. Amendment
6. Closing

Composition and Basis For Appointment of Board of Commissioners

The composition of the members of the Company's Board of Commissioners during 2018 has not changed. The number of the Board of Commissioners is 8 (eight) consisting of 1 (one) President Commissioner/ Independent Commissioner, 1 (one) Deputy President Commissioner, 3 (three) Independent Commissioners and 3 (three) Commissioners. All members of the Board

of Commissioner domiciled in the working scope of Bank Mandiri's Head Office.

All Board of Commissioners have passed fit and proper test without records and have received approval from Financial Services Authority, indicating that each member of the Board of Commissioners has adequate integrity, competence and financial reputation in accordance with Financial Services Authority Regulation No. 27/

POJK.03/2016 concerning Proficiency and Compliance Assessment of the Main Party of the Financial Services Institution stating that the candidates for the Board of Commissioners must obtain approval from Financial Services Authority before carrying out their actions, duties and functions as the Board of Commissioners.

The composition and basis for the appointment of the Board of Commissioners can be seen in the table below.

Table of Composition and Basis for Appointment of Board of Commissioners

Name	Position	Executive	Appointment Basis	Operational Effective Date
Hartadi Agus Sarwono	President Commissioner/ Independent Commissioner	Financial Services Authority	Extraordinary GMS (EGMS) on August 21, 2017	November 15, 2017
Imam Apriyanto Putro	Deputy President Commissioner	Financial Services Authority	Annual GMS (AGMS) on March 16, 2015	June 11, 2015
Goei Siau Hong	Independent Commissioner	Financial Services Authority	Annual GMS (AGMS) on March 16, 2015	June 25, 2015
Bangun Sarwito Kusmulyono	Independent Commissioner	Financial Services Authority	Annual GMS (AGMS) on March 16, 2015	June 25, 2015
Makmur Keliat	Independent Commissioner	Financial Services Authority	Annual GMS (AGMS) on March 14, 2017	September 25, 2017
Askolani	Commissioner	Financial Services Authority	Extraordinary GMS (EGMS) on May 21, 2014	September 3, 2014
Ardan Adiperdana	Commissioner	Financial Services Authority	Extraordinary GMS (EGMS) on May 21, 2014	October 3, 2016
R. Widyo Pramono	Commissioner	Financial Services Authority	Extraordinary GMS (EGMS) on May 21, 2014	January 15, 2018

Orientation Program For New Commissioners

The orientation program for the Board of Commissioners is only carried out by presenting relevant material by the Directors related and coordinated by the Corporate Secretary. The implementation of the orientation program for the Commissioners was only carried out after the appointment of a new Commissioner at the GMS. The introductory program material includes Good Corporate Governance, Company Performance, Risk Management, and topics relevant to the new Commissioner task field.

During 2018, there were no new Commissioners so there was no orientation program for the new Commissioners.

Job Description of Supervisory Board of Commissioners

In order to optimize the implementation of the functions and duties of the Board of Commissioners, assignments have been established for each member of the Board of Commissioners. The appointment of supervisory duties of the Board of Commissioners does not reduce the rights, obligations, responsibilities and authorities of each member of the Board of Commissioners in carrying out their functions and duties. The division of functions, duties and responsibilities of the Board of Commissioners is as follows.

Table of Job Description of the Board of Commissioner

Name	Position	Job Description
Hartadi Agus Sarwono	President Commissioner/ Independent Commissioner	- Chairman of Remuneration and Nomination Committee - Member of Audit Committee
Imam Apriyanto Putro	Deputy President Commissioner	- Member of Integrated Corporate Governance Committee - Member of Remuneration and Nomination Committee