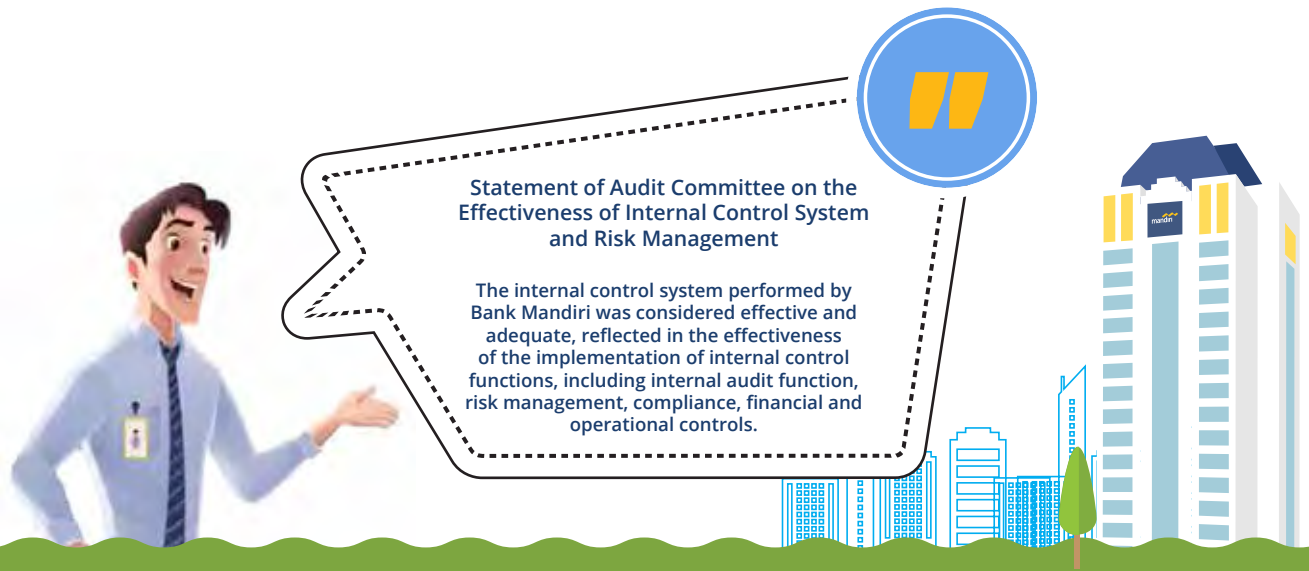


Audit Committee Work Plan For 2019

In 2019, the Audit Committee has established a work plan that will be discussed through a meeting of at least 1 (one) times in 3 (three) months. The Audit Committee's work plan in 2019 includes:

1. Monitoring and evaluating the adequacy of internal controls, including the adequacy of the financial reporting process.
2. Evaluate the adequacy of internal controls in the Subsidiary.
3. Monitoring and evaluating the company's compliance with laws and regulations.



Remuneration and Nomination Committee

The Remuneration and Nomination Committee was established to assist in the performance of the functions and duties in the fields related with remuneration and nomination of the members of the Board of Directors and the Board of Commissioners. The Regulation of Bank Indonesia/Regulation of Financial Service Authority requires bank to establish Remuneration and Nomination Committee as an implementation of GCG so that the Bank may be managed based on the principles of openness, accountability, responsibility and fairness.

Basis For Establishment of Remuneration And Nomination Committee

The basis for the establishment of the Remuneration and Nomination Committee refers to:

1. Article of Association of the Company.
2. Law No. 19 of 2003 concerning SOEs.
3. Financial Services Authority Regulation No. 55/POJK.03/2016 concerning the Implementation of Management for Public Banks.
4. Regulation of the Minister of SOE No. PER-12/MBU/2012 concerning Supporting Organs of Boards of Commissioners/Supervisory Boards of State Owned Enterprises.

5. Decree of the Board of Commissioners No. KEP. KOM/002/2018 dated January 3, 2018 concerning Changes on Audit Committee, Risk Monitoring Committee, Integrated Management Committee and Remuneration and Nomination Committee of PT Bank Mandiri (Persero) Tbk.
6. Decree of the Board of Directors No. KEP. DIR/41/2018 concerning Establishment of Memberships of the Remuneration and Nomination Committee dated May 16, 2018.

Charter of Remuneration and Nomination Committee

So that the Remuneration and Nomination Committee may work effectively, the Remuneration and Nomination Committee must have a guideline which clearly regulates the role and responsibility of the committee and its scope of work. The work guideline of the Remuneration and Nomination Committee is regulated in the Charter of the Remuneration and Nomination Committee of PT Bank Mandiri (Persero) Tbk which was ratified on July 15, 2016. The Charter of the Remuneration and Nomination Committee contains:

1. Background
2. Function, Authority and Responsibility
3. Membership and Code of Conduct