

**Director of Finance**

- Availability of RKAP and RBB at the stipulated time.
- The fulfillment of business realization monitoring in accordance with the RKAP and RBB.
- Achieving set financial targets.

- Achieving a reduction in the ratio of the number of penalties imposed by regulators.
- Achievement of the percentage determined regarding settlement of cases better than the previous year.
- Achieving strategies and targets for management of Human Capital.

**Director of Compliance (including Human Capital)**

- Achieved implementation of compliance at Bank Mandiri.

**Procedure of Performance Assessment of The Board of Directors**

The performance of the Board of Directors is reported to the shareholders in the GMS.

**Criteria of Performance Evaluation of The Board of Directors**

The criteria of performance evaluation of the Board of Directors based on the Key Performance Indicators (KPI) are:

1. Financial and market perspectives
2. Focus on customers
3. Effectiveness of products and processes
4. Focus on manpower
5. Leadership, governance, and CSR
6. Agent of development

**Parties Performing Assessment**

The parties making assessment of the Board of Directors' performance are the Board of Commissioners and the GMS. In evaluating the performance of the Board of Directors, the Board of Commissioners refers to the KPI. The Board of Commissioners and Directors will then account for their performance achievements in the 2018 period, including the implementation of their duties and responsibilities in the GMS to be held in 2019.

**Results of Performance Assessment of The Board of Directors**

The results of the Board of Directors' performance assessment based on KPI can be seen in the table below.

Strategic Targets		Percentage	Indicators	Score
FINANCIAL AND MARKET PERSPECTIVES		24.0%		
1.	Increasing profitability	6.0%	Earning after Tax (EAT) in 2018 is higher than the realization in 2017 (in billion IDR)	7,22
2.	Improving Company Values	6.0%	Market Cap growth is higher than that of the Indonesian Banking Industry	3,47
3.	Maintaining the Quality of Assets	6.0%	NPL ratio is better than that of the Banking Industry	5,72
4.	Increasing efficiency	6.0%	Cost to Income Ratio is better than it was last year	6,20
			<b>Sub Total</b>	<b>22,61</b>