

Determinan of Material Risk Taker

1. All members of the Board of Directors are material risk takers.
2. The determination of material risk takers is carried out using qualitative and quantitative approaches.

Scheme of Remueratin Classified as Variable

1. The Company establishes the scheme of remuneration classified as variable for the Board of Directors with a deferred Remuneration payment (malus) and/or withdrawal of the remuneration that has been paid (claw back) in certain cases deemed necessary by the Remuneration and Nomination Committee.
2. The requirements for deferred remuneration , including malus period, the amount of deferred remuneration, requirements for deferred remuneration payment, and claw-back requirements for material risk takers are discussed in the Remuneration and Nomination Committee with due regard to:
 - a. The malus period is at least 3 (three) years.
 - b. Company's Performance
 - c. Risk Profile
3. Remuneration in the form of malus is provided in cash, shares, or stock-based instruments issued by the Company.
4. In the event that the Company incurs a loss:
 - a. The Company can take the option of providing or not providing a variable remuneration with a smaller value than that in the last period when the Company earns a smaller profit, or the remuneration is smaller according to the proportion of the Company's profit decline.
 - b. In the event that the Company continues to provide remuneration to the Board of Directors or the Board of Commissioners, such remuneration is deemed as a form of appreciation.

Total Value/Component of Remuneration For The Board of Directors

The following table provides the remuneration in one year categorized by income rate.

Total of Remuneration and Other Facilities	Total received	
	Board of Directors	
	Number of People	Total Amount (in million IDR)
Remuneration		
Salary	14	50,742
Housing Allowance	10	2,832
Transportation Allowance	2	291
Religious Holiday Allowance	11	4,365
Tantiem	11	198,926
Other in-kind facilities		
Housing (cannot be owned)	2	-
Vehicles (cannot be owned)	11	-
Post employment insurance (can be owned)	11	10,176
Health care treatment (cannot be owned)	11	2,516
Type of Remuneration per Person in 1 Year		
Above Rp2 billion	15	-
Above Rp1 billion to Rp2 billion	-	-
Above Rp500 million to Rp1 billion	-	-
Below Rp500 million	-	-

In order to implement the Financial Services Authority Regulation No. 45/POJK.03/2015, Bank Mandiri has given a bonus to the Board of Directors in the form of share ownership in Bank Mandiri. The following are the members of the Board of Directors who received a bonus share in 2018: