



## Director Diversity Policy PT Bank Mandiri (Persero) Tbk.

In the recommendation of the Financial Services Authority in the Attachment of Financial Services Authority's Circulating Letter No. 32/SEOJK.04/2015 concerning Public Corporate Governance, it is stated that the composition of the Board of Directors members shall concern diversity in the members of Board of Directors. Diversity in the members of Board of Directors is combination of intended characteristics from the organ of Board of Directors as well as the members of the Board of Directors as individuals, in accordance with the Public Company needs. The combination of diversity is established by paying attention to the expertise, knowledge and experience that are in accordance with task division and function of the Board of Directors position in pursuing the objective of the Public Company.

The characteristic combination considerations shall affect in the appropriate nominating process and appointment of an individual as a member of the Board of Directors or the Board of Directors collectively. Diversity in the members of Board of Directors as specified in the Attachment of Financial Services Authority's Circulating Letter No. 32/SEOJK.04/2015 concerning Public Corporate Governance has been accommodated in the Company's Article of Association. The appointment of the Board of Directors is carried out by considering the integrity, dedication, understanding on a Company management issue related to one management function, possessing knowledge and/or skill in the fields needed by the Company and being able to provide sufficient time to carry out his tasks as well as other requirements in accordance to the applicable laws and regulations.

However, the diversity policy only regulates diversity in knowledge and/or skills in accordance with the task field of the Board of Directors. Bank Mandiri has not possessed diversity policy related to age and gender because the nomination is prioritized on the Company needs.

In 2019, the diversity of the composition of the Board of Directors reflected in education, work experience, age and gender, can be seen as in the table below :

**Table of Diversity in Composition of Directors**

Name	Position	Period	Age	Gender	Education	Work Experience	Expertise
Kartika Wirjoatmodjo	President Director	January 1, 2019 - October 25, 2019	46 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor of Economics majoring in accounting.</li> <li>Master of Business Administration (MBA) in Business.</li> </ul>	Have experience work, among others in the field banking account, finance, taxation, and securities.	Accounting, Business and Banking
Royke Tumilaar*	Director of Corporate Banking	January 1, 2019 - December 9, 2019	55 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor of Economics in Management.</li> <li>Master of Business Administration (MBA) in Finance.</li> </ul>	Have experience work, among others in the field banking, supervision company, insurance and securities.	Treasury & International Banking, Procurement, Special Asset Management, Commercial Banking, Corporate Banking
	President Director	9 December 2019 - 31 December 2019					





Name	Position	Period	Age	Gender	Education	Work Experience	Expertise
Sulaiman Arif Arianto	Vice President Director	January 1, 2019 - December 31, 2019	60 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor in Animal Husbandry.</li> <li>Master of Business Administration (MBA) in Finance.</li> </ul>	Have experience work, among others in the field finance and banking.	Credit Analyst, MSMEs and Corporate as well as Special Asset Management
Hery Gunardi	Director of Small Business and Networks	January 1, 2019 - May 16, 2019	57 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor of Commerce Administration.</li> <li>Master of Business Administration (MBA) in Finance and Accounting.</li> </ul>	Have experience work, among others in the field banking, insurance, and securities.	<i>Micro &amp; Retail Banking, Consumer Banking, Micro &amp; Business Banking, Distributions, Credit Risk Management, Special Asset Management, Branding &amp; Strategic Marketing</i>
	Business and Network Director	May 16 2019- December 9 2019					
	Director of Consumer and Retail Transaction	9 December 2019 - 31 December 2019					
Ahmad Siddik Badruddin	Director of Risk Management	January 1, 2019 - December 31, 2019	54 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor of Chemical Engineering</li> <li>Master of Business Administration (MBA) in Management Information Systems.</li> </ul>	Have experience work, among others in the field banking, finance, and risk management.	Credit risk management, risk management strategies, risk analysis, management and collection strategies, fraud risk management, business and portfolio acquisition, and closing/ sales, portfolio scorecard management, operational risk management, self-assessment processes for risk control, management of external collection agents, and various training programs related to risk management.
Rico Usthavia Frans	Director of Information Technology and Operations	January 1, 2019 - December 9, 2019	49 Years Old	Male	Bachelor of Electrical Engineering.	Have experience work, among others in the field banking, petroleum, and information technology.	<i>Digital Banking &amp; Technology, Transaction Banking/Payment System/Financial Technology, Information Technology, Data Analytics/ Enterprise Data Management</i>
	Director of Information Technology	9 December 2019 - 31 December 2019					





Name	Position	Period	Age	Gender	Education	Work Experience	Expertise
Darmawan Junaidi	Director of Treasury and International Banking	January 1, 2019 - December 9, 2019	53 Years Old	Male	Bachelor of Law.	Have experience work, among others in the field banking, finance, and mining.	Digital banking, User Experience development, data analysis by using big data, machine learning and artificial intelligence.
	Director of Treasury, International Banking, and Special Asset Management	9 December 2019 - 31 December 2019					
Alexandra Askandar	Director of Institutional Relations	January 1, 2019 - December 9, 2019	47 Years Old	Female	<ul style="list-style-type: none"> <li>Bachelor in Economics.</li> <li>Master of Business Administration (MBA) in Finance.</li> </ul>	Have experience work, among others in the field banking, finance, and securities.	Corporate Banking, Special Assets Management, Structured Finance, Government & Institutional.
	Director of Corporate Banking	9 December 2019 - 31 December 2019					
Agus Dwi Handaya	Compliance Director	January 1, 2019 - May 16, 2019	49 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor in Economics/ Accounting.</li> <li>Master of Business Administration (MBA) in Strategy &amp; Finance.</li> </ul>	Have experience work, among others in the field banking, resources human, and economy.	Human Capital, Finance, Strategy and Performance, Economic
	Director of Compliance and HR	May 16, 2019- December 31, 2019					
Panji Irawan	Director of Finance and Strategy	January 1, 2019 - December 9, 2019	54 Years Old	Male	Bachelor/Engineer in Agricultural & Resource Economics.	Have work experience, among others in the field banking, industry, securities, and finance.	Treasury & International Banking, Finance, Capital Market / Capital Market, Project Management, Corporate Estate, Investor Relationship Management Distribution, Planning & Strategic Development, Public Speaking & Event Organizations, Coaching & People Development, Underwriting, Competency Assessor/ Assessment.
	Director of Operations	9 December 2019 - 31 December 2019					
Donsuwan Simatupang	Director of Retail Banking	January 1, 2019 - December 9, 2019	58 Years Old	Male	<ul style="list-style-type: none"> <li>Bachelor in Corporate Economics.</li> <li>The Master of Business Administration (MBA) in the field of Investment Banking.</li> </ul>	Have experience work, among others in the field banking, management risk, and economy.	Micro Banking, Small & Medium Enterprises Banking, Business Banking, Commercial Banking, Corporate Banking dan Risk Management.
	Director of Institutional Relations	9 December 2019 - 31 December 2019					
Riduan**	Director of Commercial Banking	January 7, 2019 - December 31 2019	49 years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Economic and Accounting.</li> <li>Master in Management</li> </ul>	Having working experience in audit, banking, insurance, and economic field	Accounting, Finance, Audit, Banking dan Risk Management.
Silvano Winston Rumantir*	Director of Financial and Strategy	December 9, 2019 - December 31, 2019	41 years old	Male	<ul style="list-style-type: none"> <li>Bachelor of Arts</li> <li>Master of Finance</li> </ul>	Having work experience in finance and banking field	Finance, Commercial Banking, dan Risk Management.

