

Kebijakan Sukseksi Direksi PT Bank Mandiri (Persero) Tbk.	Directors Succession Policy PT Bank Mandiri (Persero) Tbk.
Dalam rangka mempersiapkan regenerasi kepemimpinan di masa yang akan datang, Bank Mandiri merancang Program Talent & Succession Management, sebuah kebijakan suksesi Direksi yang telah diselaraskan dengan Peraturan Menteri Negara BUMN No. PER-03/MBU/02/2015 tentang Persyaratan, Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara. Selain itu sebagai Perusahaan Terbuka juga mengacu kepada peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emitan atau Perusahaan Publik.	In order to prepare the regeneration of the Bank's leadership in the future, Bank Mandiri has designed Talent & Succession Management, a Directors Succession Policy which has been harmonized with the Regulation of the Minister of State Enterprises No. PER-03/MBU/02/2015 on Terms and Procedures for Appointment and Dismissal of Directors of State Owned Enterprises. In addition, as a public company, Bank Mandiri also refers to OJK regulation No.33/POJK.04/2014 concerning Board of Directors and Board of Commissioners of Issuer or Public Companies.

Directors Succession Policy's Process

Phase	Authorization	Activities
I	Remuneration and Nominations Committee	Prepares and proposes recommendations on Directors Succession
II	Board of Commissioners	- Studies proposal by Remuneration & Nomination Committee - Proposes remuneration to Seris A Dwiwarna Shareholder
III	Seris A Dwiwarna Shareholder	- Evaluate the fulfillment of the requirements for BOD candidates - Approval succession of Directors
IV	General Meetings Shareholders	Appointment and establishment of the succession of Directors
V	Otoritas Jasa Keuangan	- Take Fit & Proper Test - Approval of the Bank's management candidates

