

| Name | Designation | Period | Meeting of The BOC | | | Joint Meeting of The BOC and The BOD | | |
|---------------------------|--------------------------|--|------------------------------|----------------------|------------|--------------------------------------|----------------------|------------|
| | | | Number and (%) of Attendance | | | Number and (%) of Attendance | | |
| | | | Number of Meetings | Number of Attendance | Percentage | Number of Meeting | Number of Attendance | Percentage |
| Aviliani | Independent Commissioner | September 3, 2014 - March 14, 2017 | 6 | 6 | 100% | 1 | 1 | 100% |
| Askolani | Commissioner | September 3, 2014 - December 31, 2017 | 33 | 28 | 85% | 10 | 8 | 80% |
| Goei Siauw Hong | Independent Commissioner | June 25, 2015 - December 31, 2017 | 33 | 33 | 100% | 10 | 9 | 90% |
| Bangun Sarwito Kusmulyono | Independent Commissioner | June 25, 2015 - December 31, 2017 | 33 | 33 | 100% | 10 | 9 | 90% |
| Ardan Adiperdana | Commissioner | October 3, 2016 - December 31, 2017 | 33 | 33 | 100% | 10 | 8 | 80% |
| Makmur Keliat | Independent Commissioner | September 25, 2017 - December 31, 2017 | 10 | 10 | 100% | 4 | 4 | 100% |
| R. Widyo Pramono* | Commissioner | 21 August 2017 - 31 December 2017 | 13 | 13 | 100% | 4 | 4 | 100% |

Remarks:

*Effective as of 15 January 2018 after successfully obtaining approval and passing the Fit and Proper Test administered by the Financial Services Authority.

Competence Development for the Board of Commissioners

Throughout 2017, the Board of Commissioners members of the Company have participated in various competence development programs including training, workshop, conference, and seminar as explained in the following table:

Table of Competence Development of the BOC

| Name | Designation | Period | Development Materials Competence/ Training | Time and Venue Implementation | Type of Training and Organizer |
|----------------------|---|-------------------------------------|--|--|--------------------------------|
| Wimboh Santoso | President Commissioner | 16 February 2016 - 20 July 2017 | Executive Training | 29 March -1 April 2017, New York - USA | Columbia Executive Education |
| | | | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| Hartadi A. Sarwono | President Commissioner concurrently as Independent Commissioner | 15 November 2017 – 31 December 2017 | International Risk Management Refreshment Programs for Executive | 29 October – 05 November 2017, Spanyol | IBI MMUGM |
| Imam Apriyanto Putro | Vice President Commissioner | 11 June 2015 – 31 December 2017 | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| Abdul Aziz | Independent Commissioner | 25 June 2015 – 14 March 2017 | - | - | - |
| Aviliani | Independent Commissioner | 03 September 2014 – 14 March 2017 | - | - | - |
| Askolani | Commissioner | 3 September 2014 – 31 December 2017 | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| Goei Siauw Hong | Independent Commissioner | 25 June 2015 – 31 December 2017 | Integrated Risk Management: SOUND PRACTICES IN ICAAP IMPLEMENTATION: "How to Pinpoint the Weak Spots in the Business Strategic Plan and Risk Management" | 17-19 October 2017, Prague and Vienna | BARa Risk Program |
| | | | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |

| Name | Designation | Period | Development Materials Competence/ Training | Time and Venue Implementation | Type of Training and Organizer |
|------------------------------|--------------------------|---|---|--|--|
| Bangun Sarwito Kusmulyono | Independent Commissioner | 25 June 2015 – 31 December 2017 | Asean Global Leadership Program | 11-15 September 2017, United Kingdom | University of Cambridge Judge Business School dan SRW&Co |
| | | | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| Ardan Adiperdana | Commissioner | 3 October 2016 – 31 December 2017 | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| | | | Policies of Anti-Money Laundering and Combating the Financing of Terrorism (AML and CFT) as well as Customer Protection in Banking Sector | 07 December 2017, Jakarta | Forum Komunikasi Director Kepatuhan Perbankan (FKDKP) |
| Makmur Keliat | Independent Commissioner | 25 September 2017 – 31 December 2017 | The Leadership Forum | 21-22 April 2017, Yogyakarta | PT Bank Mandiri (Persero) Tbk |
| | | | Risk Management Certification Level 1 for Commissioner | 25 April 2017, Jakarta | Sertifikasi- LSPP |
| | | | Risk Management Certification Level 2 Commissioner | 12 May 2017, Jakarta | Sertifikasi- LSPP |
| | | | Policies of Anti-Money Laundering and Combating | 7 December 2017, Jakarta | Seminar |
| R. Widyono Pramono* | Commissioner | 21 August 2017 – 31 December 2017 | the Financing of Terrorism (AML and CFT) as well as Customer Protection in Banking Sector | 20 September 2017, Jakarta | Sertifikasi- LSPP |
| | | | International Risk Management Refreshment Programs for ExeTaking a leavees | 29 October – 05 November 2017, Spanyol | IBI MMUGM |
| | | | Policies of Anti-Money Laundering and Combating | 7 December 2017, Jakarta | Seminar |

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Risk Management Certification

In addition to the above competence development programs, the Board of Commissioners have also participated in Risk Management Certification. In 2017, the following members of the BOC have successfully passed the Risk Management Certification.

1. Mr. Makmur Keliat (Independent Commissioner)
 - Risk Management Certificate Level 1 Commissioner : On 25 April 2017
 - Risk Management Certificate Level 2 Commissioner : On 12 May 2017
2. Mr. Widyono Pramono (Commissioner)
 - Certificate Level 1 Commissioner : on 20 September 2017

| Name | Designation | Period | Institutions issuing the certificate | Level | Field/Area | Certificate Date of Issue Expiry Date | Tanggal Kadaluarsa |
|----------------------|---|-------------------------------------|---|-------------|--|---------------------------------------|---------------------|
| Wimboh Santoso | President Commissioner | 16 February 2016 - 20 July 2017 | National Professional Certification Agency / LSPP | Level 1 | Risk Management | 15 January 2016 | 15 January 2020 |
| Hartadi A. Sarwono | President Commissioner concurrently as Independent Commissioner | 15 November 2017 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 1 | Risk Management | 16 February 2016 | 16 February 2020 |
| | | | Risk Management Certification Institution (BSMR) | Level 2 | Risk Management | 29 March 2016 | 29 March 2020 |
| | | | Indonesian Bankers Association (IBI) and Master of Management UGM (MMUGM) | Refreshment | Intensive Wealth Management and Risk Management Refreshment Programs for ExeTaking a leaveves | 26 August 2017 | 26 August 2019 |
| | | | Indonesian Bankers Association (IBI) and Master of Management UGM (MMUGM) | Refreshment | International Risk Management Refreshment Programs for ExeTaking a leaveves in Spain | 4 November 2017 | 4 November 2019 |
| Imam Apriyanto Putro | Vice President Commissioner | 11 June 2015 – 31 December 2017 | Risk Management Certification Institution (BSMR) | Level 1 | Risk Management | 11 April 2015 | 11 April 2019 |
| Abdul Aziz | Independent Commissioner | 25 June 2015 – 14 March 2017 | National Professional Certification Agency / LSPP | Level 1 | Risk Management | 11 May 2013 | 11 April 2019 |
| | | | National Professional Certification Agency / LSPP | Level 2 | Risk Management | 11 April 2015 | 11 april 2019 |
| | | | Bara Risk Forum | Refreshment | Refreshment: Revisit Enterprise Risk Management and Learning Best Practices of Credit Risk Management in Bandung | 1-2 December 2016 | 30 November 2018 |
| | | | National Professional Certification Agency / LSPP | Level 2 | Banking Risk Management | 11 April 2015 | 24 June 2018 |
| Aviliani | Independent Commissioner | | Bank Indonesia | Level 2 | Risk Management Training for Bank Commissioner | 10 August 2005 | 10 August 2007 |
| | | | Risk Management Certification Institution (BSMR) | Refreshment | Risk management in Retail Banking | 22-25 February 2010 | 22-25 February 2012 |
| | | | Bara Risk Forum | Refreshment | Seminar Senior Management Risk Summit 2010' Leadership for Sustainable Risk Management Framework | 9 July 2010 | 9 July 2012 |
| | | | Bara Risk Forum | Refreshment | Seminar Program Implement Best Practice Risk Management as a tool to mitigate systemic, Risk, and Support Nation Financial Stability | 29 December 2011 | 29 December 2013 |

| Name | Designation | Period | Institutions issuing the certificate | Level | Field/Area | Certificate Date of Issue Expiry Date | Tanggal Kadaluaarsa |
|-----------------|-------------------------|--------------------------------------|---|---------------------|---|---------------------------------------|---------------------|
| | | | Bara Risk Forum | Refreshment | Bara Risk Forum: Enhancing Bank Strategy and Performance, Implanting BCM and Fraud Prevention Process | 18 May 2012 | 18 May 2014 |
| | | | Bara Risk Forum | Refreshment | Refreshment "How ICAAP and Fraud Prevention Implementation add Value to The Bank" | 8 June 2013 | 8 June 2015 |
| | | | Bara Risk Forum | Refreshment | Refreshment "Growing With Confidence : The Role of Enterprise Risk Management in Driving a Winning Strategy" | 1 October 2013 | 1 October 2015 |
| | | | Bara Risk Forum | Refreshment Level | Risk Management Certification Refreshment Program – Moscow | 15 September 2014 | 15 September 2014 |
| | | | National Professional Certification Agency / LSPP | Assessor Competence | Banking Risk Management | 3 November 2014 | 3 November 2017 |
| | | | BARa Risk Forum | Refreshment | Refreshment "Enhancing The Power of Enterprise Risk Management in Creating A Sound Bank and Financial Risk Integration in Stockholm 19 -21 September 2016 | 21 September 2016 | 21 September 2018 |
| | | | IBI LSPP | Refreshment | Refreshment " Seminar Facing Global Challenges for Better Economic Growth in 2017, Managing Compliance Risk While Controlling Cost" | 9 December 2016 | 9 December 2018 |
| Askolani | Commissioner | 03 September 2014 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 1 | Banking Risk Management | 24 June 2014 | 24 June 2018 |
| Goei Siauw Hong | Commissioner Independen | 25 June 2015 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 1 | Banking Risk Management | 11 April 2015 | 11 April 2019 |
| | | | National Professional Certification Agency / LSPP | Level 2 | Banking Risk Management | 17 April 2015 | 17 April 2019 |

| Name | Designation | Period | Institutions issuing the certificate | Level | Field/Area | Certificate Date of Issue Expiry Date | Tanggal Kadaluaarsa |
|---------------------------|-------------------------|--------------------------------------|---|----------------------|--|---------------------------------------|---------------------|
| Bangun Sarwito Kusmulyono | Commissioner Independen | 25 June 2015 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 2 | Banking Risk Management | 13 December 2016 | 16 December 2020 |
| | | | National Professional Certification Agency / LSPP | Refreshment | Refreshment : Managing Risk for a Healthy Credit Portfolio | 16 November 2016 | 16 November 2018 |
| | | | Risk Management Certification Institution | Refreshment | Risk Management Certification Refresher Course | 14-15 May 2014 | 14-15 May 2016 |
| | | | Risk Management Certification Institution | Refreshment | Risk management in Retail Banking | 22-25 February 2010 | 22-25 February 2012 |
| | | | Risk Management Certification Institution | Refreshment | Refreshment Program: Risk Management Certification | 23 May 2008 | 23 May 2010 |
| | | | Bank Indonesia | - | Risk Management Training for Bank Commissioner | 10 August 2005 | 10 August 2007 |
| Ardan Adiperdana | Commissioner | 03 October 2016 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 1 Commissioner | Risk Management | 30 July 2016 | 30 July 2020 |
| Makmur Keliat | Independent Commisioner | 25 September 2017 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 2 Commissioner | Risk Management | 12 May 2017 | 12 May 2021 |
| | | | National Professional Certification Agency / LSPP | Level 1 Commissioner | Risk Management | 25 April 2017 | 25 April 2021 |
| R. Widyo Pramono* | Commissioner | 21 August 2017 – 31 December 2017 | National Professional Certification Agency / LSPP | Level 1 Commissioner | Risk Management | 20 September 2017 | 20 September 2021 |

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Policy and Remuneration of the Board of Commissioners

Remuneration for the Board of Commissioners refers to the Minister of State Owned Enterprises Regulations No. PER-02/MBU/06/2016 dated 20 June 2016 regarding Amendment to the Regulation of the Minister of State Owned Enterprise No. PER-04/MBU/2014 regarding Guidelines to Determine Income of Board of Directors, Board of Commissioners and Supervisory Board of State Owned Enterprise. Remuneration policy for the BOD and BOC is formulated by considering various aspects including short term and long term liquidity needs, strengthening the Bank's capital adequacy, financial stability, creating effectiveness of risk management and earnings potential in the future. Bank Mandiri focuses on prudent principles in providing both Fixed Remuneration and Variable-Dependent Remuneration.

The remuneration determination of the Board of Commissioners also referred to the Financial Services Authority Regulation No.45/POJK.03/2015 on the Implementation of Good Corporate Governance in Remuneration for Commercial Banks, Bank Mandiri implemented Good Corporate Governance in Remuneration that had considered various aspects including the financial stability of banks, creation of risk management, short-term and long-term liquidity requirements, and potential future revenues. The Company might postpone the variable suspended remuneration (Malus) or withdraw the variable remuneration that had already been paid (Clawback) to the official classified as Material Risk Taker (MRT), subject to the following conditions:

1. The Company implemented Malus and/or Clawback for certain special conditions in the implementation of variable, remuneration by considering factors, among others: