

Note:

- *) RUPS on March 16, 2015 named Mr. Darmin Nasution as Chief Commissioner, Mr. Imam Apriyanto Putro as Deputy Chief Commissioner, Mr. Goei Siauw Hong and Mr. Bangun Sarwito Kusmuljono as Independent Commissioner and Mr. Suwhono as Commissioner. In addition to that, Mr. Abdul Aziz was transferred from Commissioner to Independent Commissioner with the tenure of the term of office as Commissioner.
- **) RUPSLB on December 18, 2015 named Wimboh Santoso as Chief Commissioner

Procedures for Performance Assessment Board of Commissioners

Implementation of performance appraisal BOC made based on criteria related to the assessment of the duties and responsibilities of the Board of Commissioners that includes aspects of the structure and operation, direction and control, and reporting. BOC deliver performance to shareholders through the RUPS.

Indicators of Performance Evaluation of the Board of Commissioners

Board of Commissioners of Bank Mandiri has realized the importance of conducting regular performance assessment as part of accountability. The assessment is done on an annual basis (annually) with the performance evaluation indicators as follows:

1. The implementation of tasks and functions of the Commissioner under surveillance by the army;
2. Compliance with regulations;
3. The level of the Bank;
4. The level of attendance in the meeting of the Board of Commissioners as well as meetings with existing committees;
5. Involvement of the Board in specific assignments.

Performance Assessment of BOC

The results of the performance evaluation of the Board of Commissioners as a whole and the performance of each of the Board of Commissioners individually an integral part in the scheme of compensation/incentives for BOC and basic considerations for Shareholders to discharge and/or reappointed Board of Commissioners concerned.

Rate the performance of the Board of Commissioners held once every year, using the method of self-

assessment. BOC performance measurement of success is the result of the collegial work of the entire Board of Commissioners reflected in the realization of the unity of the Work Plan Budget (CBP) on an annual basis. Measuring the success of the performance of the Board of Commissioners made against the Bank which covers aspects of risk profile, Good Corporate Governance (GCG), earnings and bank capital. Parties assess the performance of the Board of Commissioners is the AGM and Bank Indonesia.

Rate the performance of the Board of Commissioners has been done based on reports from self-assessment GCG to Bank Indonesia regularly, referring to Bank Indonesia Circular Letter Number 15/15/DPNP dated 29 April 2013 on Implementation of Good Corporate Governance for Banks in which the parameters of the performance appraisal Board in relation with the implementation of tasks and responsibilities include in it the principles of GCG rates in the functioning of the oversight of the management of Bank Mandiri.

Improving the Implementation of Duties and Responsibilities of the Board of Commissioners

To improve the quality of implementation of the tasks and responsibilities of the Board of Commissioners, the Board of Commissioners will be working to develop its own policy related to the self-assessment (self-assessment) to assess the performance of the Board of Commissioners, which are used as guidelines used as a form of accountability for performance evaluation of the Board of Commissioners collegially. Self-assessment performed by each member to assess the implementation of the performance of the Board of Commissioners collegially and not to assess the individual performance of each member of the Board of Commissioners. Further assessment policy (self-assessment) will be disclosed in the Annual Report of the Bank, in addition to fulfilling the aspects of transparency as well as to provide assurance to shareholders or investors in order to determine the mechanism of check and balance on the performance of the Board of Commissioners.

Other than through self-assessment, the assessment of the Board of Commissioners made during the annual accountability report to the RUPS. Implementation of RUPS for accountability reports fiscal year 2014 on March 16, 2015 the company's annual report 2014 financial year which highlighted the state of the running of the company and the results that have been achieved during 2013. Furthermore, states and to release the fully accountable (aquit et decharge) to the Board of Commissioners of Bank for the financial year 2014 operations.

Besides, the BOC will develop policies related to the resignation of members of the Board of Commissioners if involved in financial crimes in order to increase the confidence of stakeholders, so that the integrity of the Bank also will remain intact.

Furthermore, the Board of Commissioners or the Committee carry out the functions of the Nomination and Remuneration Committee will develop a policy of succession in the process Nomination Board members as stipulated in POJK No. 34/POJK.04/2014. Preparation of this policy is intended to maintain the continuity of the process of regeneration or the regeneration of leadership in order to retain business continuity and long-term goals of the Company.