

Kebijakan Suksesi Direksi PT Bank Mandiri (Persero) Tbk.	Directors Succession Policy PT Bank Mandiri (Persero) Tbk.
<p>Program Talent & Succession Management dirancang Bank Mandiri guna mempersiapkan regenerasi kepemimpinan di masa yang akan datang yang telah diselaraskan dengan Peraturan Menteri Negara BUMN no. PER-01/MBU/2012 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara yang telah perbaharui terakhir dengan Peraturan Menteri Negara BUMN no. PER-16/MBU/2012 tentang perubahan kedua atas Peraturan Menteri Negara BUMN No. PER-01/MBU/2012.</p> <p>Kebijakan suksesi Direksi juga dilakukan sesuai dengan ketentuan yang ditetapkan pada Anggaran Dasar dan <i>Board Manual</i> Bank Mandiri.</p>	<p>Talent & Succession Management is designed to prepare the regeneration of the Bank's leadership in the future, harmonized with the Regulation of the Minister of State Enterprises No. PER-01/MBU/2012 on Terms and Procedures for Appointment and Dismissal of Directors of State Owned Enterprises which has been updated by Regulation of the Minister of State Enterprises No.Per-16/MBU/2012 on the second amendment of the Regulation of the Minister of State Enterprises No.Per-01/MBU/2012.</p> <p>Policy succession of Directors also carried out in accordance with the provisions stipulated in the Articles of Association and Board Manual Bank Mandiri.</p>

Directors Succession Policy's Process

Phase	Authorization	Activities
I	Remuneration and Nominations Committee	Prepares and proposes recommendations on directors Succession
II	Board of Commissioners	<ul style="list-style-type: none"> • Studies proposal by Remuneration & Nomination Committee • Proposes remuneration to Seris A Dwiwarna shareholder
III	Seris A Dwiwarna shareholder	<ul style="list-style-type: none"> • Evaluate the fulfilment of the requirements for BOD candidates • Approval succession of Directors
IV	GMS	Appointment and establishment of the succession of Directors
V	OJK	<ul style="list-style-type: none"> • Take Fit and Proper Test • Approval of the Bank's management candidates