

Appointment and Discharge of the Remuneration and Nomination Committee Members

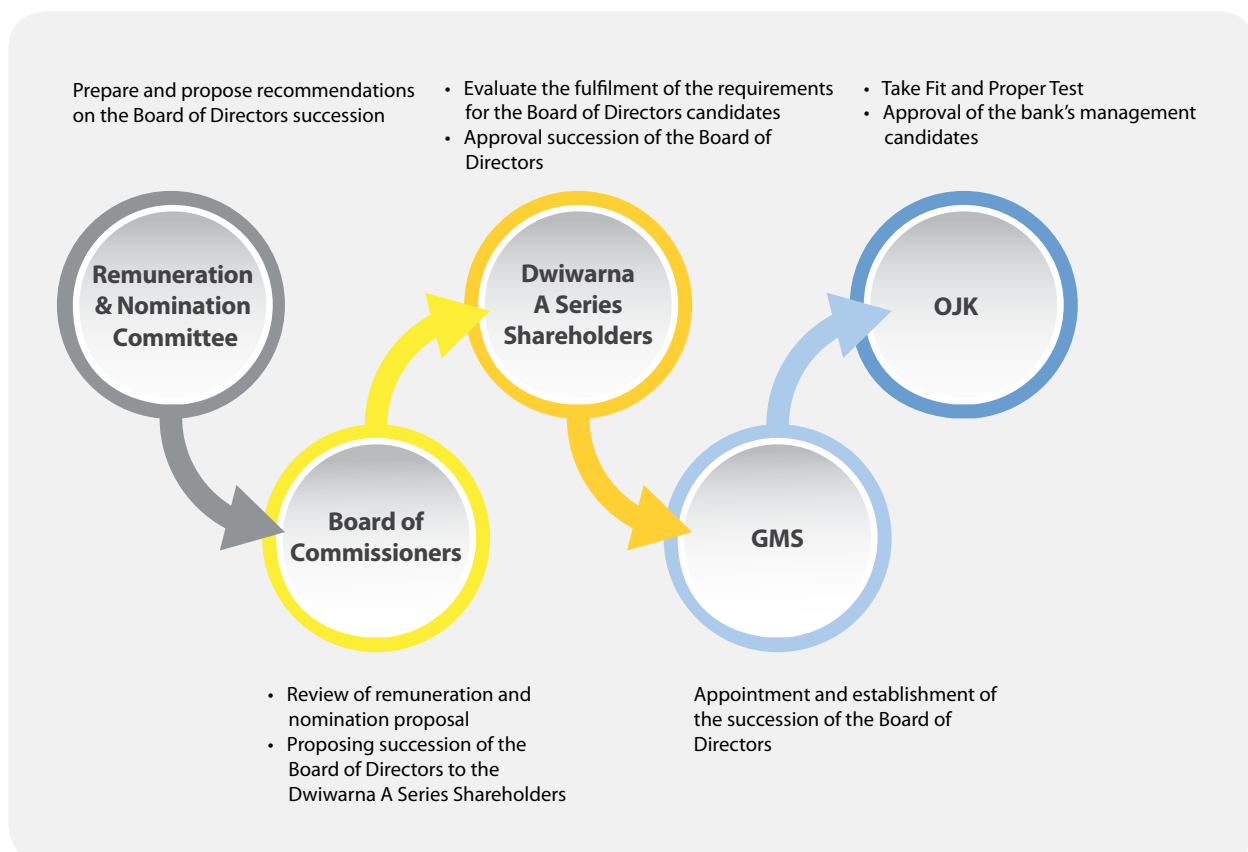
The Chairman and members of the Remuneration and Nomination Committee are appointed and dismissed by the Board of Commissioners, of which it is reported to the GMS. The Remuneration and Nomination Committee members may resign or be discharged, including prior to the expiry of their terms, in the event of:

- 1) Resignation
- 2) Loss of citizenship
- 3) Passed Away
- 4) Acting contrary to the interests of Bank Mandiri
- 5) Violating or failing to fulfill the requirements for serving as a member of the Remuneration and Nomination Committee, as stipulated in the relevant POJK.
- 6) Being unable to carry out his or her duties and responsibilities, as certified by the Board of Commissioners.

Members of the Remuneration and Nomination Committee who serve as the members of the Board of Commissioners will be automatically dismissed when his/her term of office as commissioner ends..

Directors Succession Policy

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.



Appraisal Company for the Selection of Candidates of the Board of Commissioners and the Board of Directors

The Remuneration and Nomination Committee determines criteria of candidates of the Board of Commissioners and the Board of Directors, and then performing selection on the candidates who meet the established criteria. Furthermore, Bank Mandiri teams up with the Appraisal Company to assess the candidates of the Board of Commissioners and the Board of Directors.

In 2016, Bank Mandiri teamed up with several Appraisal Companies such as PT Daya Dimensi Indonesia. The names recommended by the Appraisal Company will be reported by the Remuneration and Nomination Committee to the Board of Commissioners as candidates which then will be submitted to GMS for the approval.