

Policy on the Diversity of Composition of the Board of Commissioners and the Board of Directors and their Implementation

In order to maintain and improve performance, the majority of members of the Bank's Board of Commissioners and Board of Directors have a banking background, with diverse composition, including in terms of competency, experience, and educational background. Maybank Indonesia considers this as a factor of excellence that is expected to improve performance to become even more superior and able to provide satisfaction to stakeholders.

The diversity of the composition of the Board of Commissioners and Directors as stipulated in the Appendix of the Financial Services Authority Circular Letter Number 32/SEOJK.04/2015 concerning Guidelines for Public Company Governance has been accommodated in the Bank's Articles of Association. The appointment of the Board of Commissioners and Directors takes into account the experience, understanding of the banking industry and, the integrity and dedication of each individual. The diversity of the composition of members of the Board of Commissioners and Directors of the Bank that is appropriate and in accordance with the needs of the Bank will reinforce the effectiveness of the implementation of the duties and responsibilities of the Board of Commissioners and Directors and contribute to the achievement of the Bank's vision and mission to continually grow and develop. The policy on diversity in the composition of the Bank's Board of Commissioners and Directors are:

- Having the relevant objectivity, integrity, expertise, experience, mindset and abilities.
- Special attention to the composition and balance of the Board of Commissioners and the Board of Directors.
- Composition and number of the Board of Commissioners and Board of Directors shall comply with the applicable regulations.
- Management of concurrent positions that must comply with the applicable regulations.

The Bank has in place a Diversity Composition Policy for Members of the Board of Commissioners and Directors which regulates as follows:

DIVERSITY OF THE COMPOSITION OF THE BOARD OF COMMISSIONERS

The composition diversity factor of the members of the Board of Commissioners consists of:

1. Expertise/Experience, having at least:
 - a. 1 (one) member who has expertise/work experience in economics/ business/ finance, and / or
 - b. 1 (one) member who has expertise/ work experience in the banking industry, and
 - c. 1 (one) member who has expertise/ work experience in risk management
2. Nationality
The majority (more than 50% (fifty percent)) of the members of the Board of Commissioners are Indonesian citizens
3. Gender
The Bank contemplates on the gender diversity of the members of the Board of Commissioners
4. Age
Members of the Board of Commissioners vary in age.
5. Independency
 - a. 50% (fifty percent) of the members of the Board of Commissioners are Independent Commissioners.
 - b. The term of office of an Independent Commissioner is as stipulated in the Maybank Indonesia articles of association, a maximum of 9 (nine) years [10], and can be reappointed with due regard to applicable regulations.

DIVERSITY OF THE BOARD OF DIRECTORS 'COMPOSITION

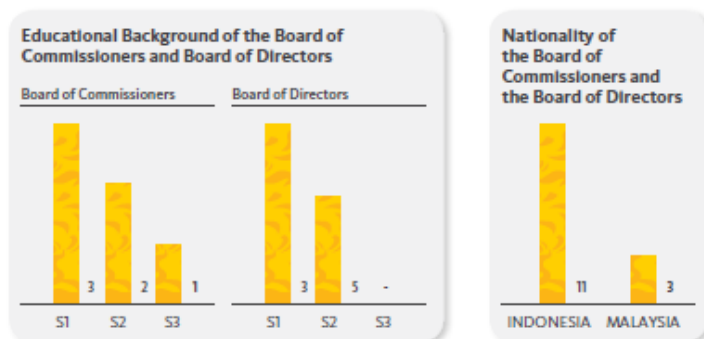
Diversity factors in the composition of members of the Board of Directors comprise of:

1. Expertise / Experience, having at least:
 - a. 1 (one) member who has expertise/ work experience in economics / business / finance, and/or
 - b. 1 (one) member who has expertise/ work experience in banking industry, and
 - c. 1 (one) member who has expertise/ work experience in risk management
2. Nationality
The majority (more than 50% (fifty percent)) of the members of the Board of Directors are Indonesian citizens
3. Gender
The Bank contemplates on the gender diversity of the members of the Board of Directors
4. Age
Members of the Board of Directors vary in age.
5. Independency
 - a. The President Director is independent of the Bank's controlling shareholders.
 - b. Comprise and/or appoint a minimum of 1 (one) Independent Director.

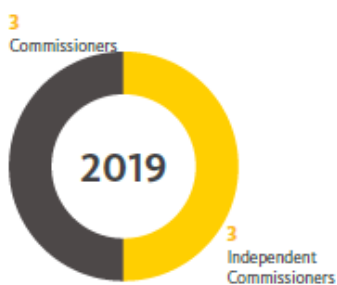
ACHIEVEMENT OF DIVERSITY COMPOSITION POLICY OF THE BOARD OF COMMISSIONERS AND DIRECTORS

The current composition of members of the Board of Commissioners and Directors of the Bank has fulfilled the above-mentioned diversity aspects and is in line with the Bank's strategy, vision and mission.

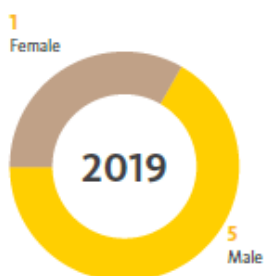
Keberagaman komposisi tersebut tercermin pada grafik sebagai berikut:



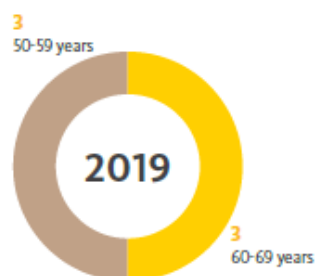
Independent Composition of the Board of Commissioners



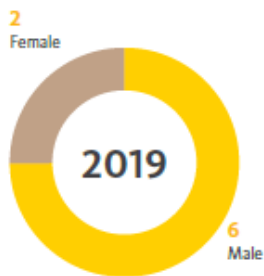
Gender of the Board of Commissioners



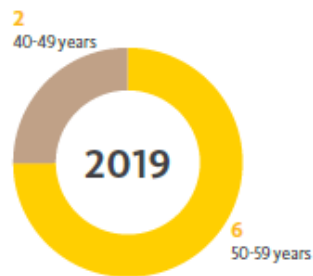
Age of the Board of Commissioners



Gender of the Board of Directors



Age of the Board of Directors



Expertise of the Board of Commissioners and the Board of Directors

