

Profil Anggota Komite Remunerasi dan Nominasi Periode 2024-2027
The Profile of Nomination and Remuneration Committee Members Period of 2024-2027
Berdasarkan Keputusan Direksi No.SK.2024.005/DIRHC Tanggal 19 Agustus 2024
Based on Board of Directors' Decision No.SK.2024.005/DIRHC Dated 19 August 2024



Marina R Tusin – Ketua sekaligus Anggota/Chairwoman also Member
Komisaris Independen/Independent Commissioner

Warga Negara Indonesia. Anggota Dewan Komisaris PT Bank Maybank Indonesia, Tbk. sejak 1 April 2024 sebagai Komisaris Independen dan telah memperoleh persetujuan Uji Kemampuan dan Kepatutan dari OJK pada tanggal 19 Juli 2024.

Indonesia citizen. A member of Board of Commissioner in PT Bank Maybank Indonesia, Tbk. since April 1, 2024 as Independent Commissioner and has obtained her Fit and Proper Test approval from OJK on July 19, 2024.

Beliau memulai karirnya sebagai Peneliti di Pusat Penelitian UNIKA Atma Jaya pada tahun 1981 sampai dengan 1983. Pada tahun 1983 sampai dengan 2002, sebagai Partner di PT PwC Indonesia Konsultan, di tahun 2002 sampai dengan 2012 sebagai Founding and Managing Partner di TASS Consulting dan pada tahun 2013 sampai dengan 2024 sebagai Presiden Direktur di PT PwC Consulting Indonesia (Partner PwC South East Asia Consulting).

She started her career as a Researcher at UNIKA Atma Jaya Research Centre in 1981 until 1983. In 1983 until 2002 as Partner at PT PwC Indonesia Konsultan, in 2002 until 2012 as Founding and Managing Partner at TASS Consulting and in 2013 until 2024 as President Director at PT PwC Consulting Indonesia (Partner PwC South East Asia Consulting).

Beliau memperoleh gelar Sarjana Psikologi dari Universitas Indonesia

She earned her Bachelor degree in Psychology from Indonesia University

Selain menjadi Ketua merangkap anggota Komite Nominasi dan Remunerasi, beliau juga merupakan anggota Komite Pemantau Risiko dan anggota Komite Tata Kelola Whistleblowing.

Besides being Chairwoman and a member of Nomination and Remuneration Committee, she is also a member of Risk Oversight Committee and member of Whistleblowing Governance Committee.



Dato' Khairussaleh Ramli – Anggota/Member
Presiden Komisaris/President Commissioner

Warga Negara Malaysia. Anggota Dewan Komisaris PT Bank Maybank Indonesia, Tbk sejak 25 Maret 2022 sebagai Presiden Komisaris dan telah memperoleh persetujuan Uji Kemampuan dan Kepatutan dari OJK pada tanggal 4 Oktober 2022.

Malaysian citizen. A member of Board of Commissioner in PT Bank Maybank Indonesia, Tbk since March 25, 2022 as President Commissioner and has obtained his Fit and Proper Test approval from OJK on October 4, 2022.

Saat ini Dato' Khairussaleh Bin Ramli menjabat sebagai *President & Group Chief Executive Officer/Executive Director* pada Malayan Banking Berhad, Direktur pada Payments Network Malaysia Sdn Bhd (Paynet), serta Ketua pada *The Association of Banks in Malaysia*. Beliau pernah menjabat sebagai *Director, Corporate Service* (1997-1998) pada Pigas Engineering Sdn Bhd, *Senior Manager, International Affairs* (1998-2001), *Vice President, Planning and Development* (2001-2002), *Senior Vice President, Finance Strategy* (2002-2004), dan *Chief Financial Officer* (2004-2006) pada Bursa Malaysia Berhad, *Chief Executive TM Ventures* (2006-2008) dan *Group Strategy Officer* (April-Oktober 2008) pada Telkom Malaysia Berhad, *Group Chief Financial Officer* (2008-2012) pada Malayan Banking Berhad Group, *President Director Chief Executive Officer* (2012-2013) pada PT Bank Maybank Indonesia, Tbk, serta *Deputy Group Managing Director* (2013-2015), *Group Managing Director* (2015-2022) pada RHB Banking Group dan Direktur pada Cagamas Holdings Berhad (2022-2024).

Currently, Dato' Khairussaleh Bin Ramli also serves as President & Group Chief Executive Officer/Executive Director at Malayan Banking Berhad, Director at Payments Network Malaysia Sdn Bhd (Paynet) and also Chairman at The Association of Banks in Malaysia. He served as Director Corporate Service (1997-1998) at Pigas Engineering Sdn Bhd, Senior Manager, International Affairs (1998-2001), Vice President, Planning and Development (2001-2002), Senior Vice President, Finance Strategy (2002-2004) and Chief Financial Officer (2004-2006) at Bursa Malaysia Berhad. Chief Executive TM Ventures (2006-2008) and Group Strategy Officer (April-October 2008) at Telkom Malaysia Berhad, Group Chief Financial Officer (2008-2012) at Malayan Banking Berhad Group, President Director Chief Executive Officer (2012-2013) at PT Bank Maybank Indonesia, Tbk, Deputy Group Managing Director (2013-2015) and Group Managing Director (2015-2022) at RHB Banking Group, and Director at Cagamas Holdings Berhad (2022-2024)

Beliau memperoleh gelar sarjana Administrasi Bisnis dari Washington University, St. Louis, USA

He obtained his Bachelor Degree in Business Administration from Washington University, St.

dan mengambil *Advanced Management Program* dari Harvard Business School, Harvard University, Boston.

Louis, USA and took Advanced Management Program from Harvard Business School, Harvard University, Boston.



Hendar- Anggota/Member

Komisaris Independen /Independent Commissioner

Warga Negara Indonesia. Anggota Dewan Komisaris PT Bank Maybank Indonesia, Tbk. sejak 16 Oktober 2017 sebagai Komisaris Independen dan telah memperoleh persetujuan Uji Kemampuan dan Kepatutan dari OJK pada tanggal 22 Januari 2018. Penunjukan terakhir Beliau sebagai Komisaris Independen PT Bank Maybank Indonesia, Tbk berdasarkan keputusan Rapat Umum Pemegang Saham Tahunan (RUPST) tanggal 31 Maret 2023.

Beliau juga aktif menjabat sebagai Presiden Komisaris di salah satu perusahaan gula dan Pengajar di Lembaga Pengembangan Perbankan Indonesia (LPPI). Beliau memiliki pengalaman lebih dari 30 tahun bekerja di Bank Indonesia. Awal karirnya dimulai pada tahun 1993 dengan fokus pada bidang Kredit, Beliau kemudian pindah ke bidang Statistik Neraca Pembayaran serta menangani Kebijakan terkait Ekonomi dan Moneter (1995-1997). Beliau memperoleh peran yang lebih besar sebagai Kepala Departemen Statistik Neraca Pembayaran (1997-2003), kemudian kembali ke bidang Kebijakan & Analisa pada tahun 2013. Karir Beliau berlanjut sebagai Kepala Biro Kebijakan Moneter (2003-2009). Beliau ditunjuk sebagai Direktur Eksekutif Pengelolaan Moneter (2009-2013) dan kemudian ditunjuk sebagai Deputy Gubernur Bank Indonesia pada tahun 2013-2016. Beliau memperoleh gelar Doktor di bidang Manajemen Bisnis dari Universitas Padjadjaran, Indonesia.

Selain menjadi anggota Komite Nominasi dan Remunerasi, beliau juga Ketua merangkap anggota Komite Pemantau Risiko, Ketua merangkap anggota Komite Tata Kelola Terintegrasi, Ketua Pengganti merangkap anggota Komite Tata Kelola *Whistleblowing* serta anggota Komite Audit.

Indonesian citizen. A member of Board of Commissioner in PT Bank Maybank Indonesia, Tbk. since October 16, 2017 as Independent Commissioner and has obtained his Fit and Proper Test approval from OJK on January 22, 2018. His last appointment as Independent Commissioner of PT Bank Maybank Indonesia, Tbk was based on the decision of the Annual General Meeting of Shareholders (AGMS) dated March 31, 2023.

He also serves as President Commissioner of one of the sugar companies and Lecturers at Lembaga Pengembangan Perbankan Indonesia (LPPI). He has more than 30 years working experience at Bank Indonesia. His career started in 1993 with focusing in the field of Credit, he then moved into the field of Balance of Payments Statistics as well as handle the Economic and Monetary Policy (1995-1997). He gained a greater role as Head of the Balance of Payment Statistics Department (1997-2003), then returned to Policy & Analysis in 2013. His career continued as Head of the Bureau of Monetary Policy (2003-2009). He was appointed as Executive Director of Monetary Management (2009-2013) and later appointed as Deputy Governor of Bank Indonesia in 2013-2016. He obtained his Doctorate degree in Business Management from Padjadjaran University, Indonesia.

Besides being a member of the Nomination and Remuneration Committee, he is also Chairman and member of Risk Oversight Committee, Chairman and member of Integrated Good Corporate Governance Committee, Alternate Chairman and member of Whistleblowing Governance Committee and also a member of Audit Committee.



Edwin Gerungan – Anggota/Member

Komisaris/Commissioner

Warga Negara Indonesia. Anggota Dewan Komisaris PT Bank Maybank Indonesia, Tbk. sejak 31 Maret 2017 sebagai Komisaris dan telah memperoleh persetujuan Uji Kemampuan dan Kepatutan dari OJK pada tanggal 2 Maret 2018. Penunjukan terakhir Beliau sebagai Komisaris PT Bank Maybank Indonesia, Tbk berdasarkan keputusan Rapat Umum Pemegang Saham Tahunan (RUPST) tanggal 31 Maret 2023.

Beliau memiliki pengalaman lebih dari 40 tahun di berbagai perusahaan. Pernah menjabat sebagai Vice President, Head of Treasury di Citibank N.A. tahun 1972-1997. Beliau kemudian pindah ke Atlantic Richfield tahun 1997 sebagai Senior Advisor sampai tahun 1999. Kemudian, Beliau bergabung dengan Bank Mandiri sebagai Executive Vice President, Treasury and International tahun 1999-2000 dan selanjutnya meninggalkan bank tersebut untuk menjalani

Indonesian citizen. A member of Board of Commissioner in PT Bank Maybank Indonesia, Tbk. since March 31, 2017 as Commissioner and has obtained his Fit and Proper Test approval from OJK on March 2, 2018. His last appointment as Commissioner of PT Bank Maybank Indonesia, Tbk was based on the decision of the Annual General Meeting of Shareholders (AGMS) dated March 31, 2023.

He has over 40 years of experience in various companies. He served as Vice President, Head of Treasury at Citibank N.A. in 1972-1997. He then moved to Atlantic Richfield in 1997 as Senior Advisor until 1999. He later then joined Bank Mandiri as Executive Vice President, Treasury and International in 1999-2000 and then he left the bank to serve as Chairman of the Indonesian Banking Restructuring Agency (IBRA) in 2000-2001.

peran sebagai Ketua Badan Penyehatan Perbankan Nasional (BPPN) tahun 2000-2001.

Beliau telah menduduki beberapa posisi kunci sebagai anggota/Presiden Komisaris/Direktur pada institusi perbankan maupun perusahaan-perusahaan swasta. Beberapa di antaranya adalah Komisaris Independen PT Bank Central Asia Tbk (2002-2003), Komisaris Independen PT Bank Danamon Indonesia Tbk (2003-2005), Presiden Komisaris PT Bank Mandiri Indonesia Tbk (2005-2014), Presiden Direktur PT BHP Billiton (2007-2013), dan Komisaris Independen PT Indonesia Infrastructure Finance (2014-2018). Terakhir, Beliau menjabat sebagai Independent Non-Executive Director Malayan Banking Berhad (2015-2024). Beliau memperoleh gelar Sarjana Filosofi dari *Principia College, Elsay, Illinois, Amerika Serikat*.

Selain menjadi anggota Komite Nominasi dan Remunerasi, beliau juga merupakan anggota Komite Pemantau Risiko dan anggota Komite Pemantau Informasi dan Teknologi.

He has held several key positions as a member / President Commissioner / Director in banking institutions as well as private companies. Some of them are as the Independent Commissioner of PT Bank Central Asia Tbk (2002-2003), Independent Commissioner of PT Bank Danamon Indonesia Tbk (2003-2005), President Commissioner of PT Bank Mandiri Indonesia Tbk (2005-2014), President Director of PT BHP Billiton (2007-2013), and Independent Commissioner PT Indonesia Infrastructure Finance (2014-2018). Lastly, he was an Independent Non-Executive Director Malayan Banking Berhad (2015-2024). He holds a Bachelor of Philosophy degree from Principia College, Elsay, Illinois, USA.

Besides being a member of Nomination and Remuneration Committee, he is also a member of Risk Oversight Committee and a member of Information and Technology Oversight Committee.

Nelda Victoria Siburian – Anggota dan Sekretaris Eksekutif/Member and Executive Secretary
Pejabat Eksekutif/Executive Officer



Warga Negara Indonesia, menjabat sebagai anggota Komite Nominasi dan Remunerasi PT Bank Maybank Indonesia, Tbk. sejak 1 April 2020.

Nelda Victoria Siburian bergabung dengan Maybank Indonesia sejak tahun 2016 sebagai *Head, Business Human Capital*. Beliau memperoleh gelar Sarjana Teknik Industri dari Universitas Trisakti. Sebelum bergabung dengan Maybank Indonesia, pengalaman kerja beliau meliputi PT Coca Cola Indonesia, PT Bank Permata Tbk, Royal Bank of Scotland dan KPMG International. Beliau memiliki pengalaman di bidang Human Resources selama hampir 25 (duapuluh lima) tahun.

Indonesian citizen, served as a member of the Nomination and Remuneration Committee of PT Bank Maybank Indonesia Tbk since April 1, 2020.

Nelda Victoria Siburian joined Maybank Indonesia since 2016 as Head, Business Human Capital. She graduated from Faculty of Industrial Engineering from Trisakti University Jakarta. Prior joining Maybank Indonesia, her previous experiences included at PT Coca Cola Indonesia, PT Bank Permata Tbk, Royal Bank of Scotland dan KPMG International and have almost than 25 (twenty five) years of experience in Human Resources.