

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.2026.002/DIRHC Tanggal 13 Agustus 2026

Based on Board of Directors' Decision No.SK.2026.002/DIRHC Dated 13 August 2026

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.

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).

Saat ini beliau memiliki jabatan lain sebagai Ketua merangkap anggota independen Komite Remunerasi dan Sumber Daya Manusia Badan Pengelola Investasi Daya Anagata Nusantara.

Beliau memperoleh gelar Sarjana Psikologi dari Universitas Indonesia.

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

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.

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).

She currently also serves as a Chairwoman also independent member of the Remuneration and Human Resources Committee of the Badan Pengelola Investasi Daya Anagata Nusantara.

She earned her Bachelor degree in Psychology from Indonesia University.

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

Dato' Sri Khairussaleh Ramli – Anggota/Member Komisaris/Commissioner



Warga Negara Malaysia. Anggota Dewan Komisaris PT Bank Maybank Indonesia Tbk. Beliau awalnya diangkat sebagai Presiden Komisaris PT Bank Maybank Indonesia Tbk berdasarkan keputusan Rapat Umum Pemegang Saham Tahunan (RUPST) tanggal 25 Maret 2022 dan telah memperoleh persetujuan Penilaian Kemampuan dan Kepatutan dari Otoritas Jasa Keuangan (OJK) untuk menjabat sebagai Presiden Komisaris dengan tanggal efektif 4 Oktober 2022.

Selanjutnya, berdasarkan keputusan RUPST tanggal 17 April 2026, Perseroan menetapkan Dato' Zulkiflee Abbas Abdul Hamid sebagai Presiden Komisaris. Sampai dengan pengangkatan Dato' Zulkiflee Abbas Abdul Hamid memperoleh persetujuan Penilaian Kemampuan dan

Malaysian citizen. A member of Board of Commissioner in PT Bank Maybank Indonesia Tbk. He was initially appointed as President Commissioner of PT Bank Maybank Indonesia Tbk pursuant to the resolution of the Annual General Meeting of Shareholders (AGMS) held on March 25, 2022 and obtained approval from the Financial Services Authority (OJK) through the Fit and Proper Test to serve as President Commissioner, effective October 4, 2022.

Subsequently, pursuant to the resolution of the AGMS held on April 17, 2026, the Company appointed Dato' Zulkiflee Abbas Abdul Hamid as President Commissioner. Until Dato' Zulkiflee Abbas Abdul Hamid's appointment as President Commissioner received OJK's Fit and Proper Test approval

Kepatutan dari OJK dan berlaku efektif, Dato' Sri Khairussaleh Ramli tetap menjabat sebagai Presiden Komisaris.

Dengan diperolehnya persetujuan Penilaian Kemampuan dan Kepatutan dari OJK atas pengangkatan Dato' Zulkiflee Abbas Abdul Hamid sebagai Presiden Komisaris pada tanggal 4 Agustus 2026, Dato' Sri Khairussaleh Ramli melanjutkan masa jabatannya sebagai Komisaris Perseroan dengan masa jabatan sampai dengan ditutupnya RUPST Perseroan yang akan diselenggarakan pada tahun 2029.

Saat ini Dato' Sri 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, Direktur pada Cagamas Holdings Berhad (2022-2024) dan Presiden Komisaris PT Bank Maybank Indonesia Tbk (2022-2026).

Beliau memperoleh gelar sarjana Administrasi Bisnis dari Washington University, St. Louis, USA dan mengambil *Advanced Management Program* dari Harvard Business School, Harvard University, Boston.

and became effective, Dato' Sri Khairussaleh Ramli continued to serve as President Commissioner.

Following the approval from the Financial Services Authority (OJK) through the Fit and Proper Test for the appointment of Dato' Zulkiflee Abbas Abdul Hamid as President Commissioner, effective August 4, 2026, Dato' Sri Khairussaleh Ramli continued his tenure as Commissioner of the Company, with a term of office until the closing of the Company's Annual General Meeting of Shareholders (AGMS) to be held in 2029.

Currently, Dato' Sri 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, *Director* at Cagamas Holdings Berhad (2022-2024), and *President Commissioner PT Bank Maybank Indonesia Tbk* (2022-2026).

He obtained his Bachelor Degree in Business Administration from Washington University, St. 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 17 April 2026.

Beliau memiliki pengalaman lebih dari 30 tahun bekerja di Bank Indonesia. Awal

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 April 17, 2026.

He has more than 30 years working experience at Bank Indonesia. His career

karirnya dimulai pada tahun 1983 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. Dan pernah menjabat sebagai Komisaris PT Kebon Agung (2017-2023).

Saat ini beliau juga aktif menjabat sebagai Pengajar pada Lembaga Pengembangan Perbankan Indonesia (LPPI), Dosen tetap pada STIE Indonesia Banking School (IBS) dan Advisor pada PT Visa Worldwide Indonesia.

Beliau memperoleh gelar Doktor di bidang Manajemen Bisnis dari Universitas Padjadjaran, Indonesia.

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

started in 1983 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 last served as Commissioner of PT Kebon Agung (2017-2023).

He currently serves as a Lecturer at Lembaga Pengembangan Perbankan Indonesia (LPPI), as Non-permanent Lecturer at STIE Indonesia Banking School (IBS) and an Advisor at PT Visa Worldwide Indonesia.

He earned his Doctorate degree in Business Management from Universitas Padjadjaran, Indonesia.

Besides being a member of the Nomination and Remuneration Committee, he is a member of Risk Oversight Committee, Chairman and member of Audit Committee and also Alternate Chairman and member of Investigation and Whistleblowing Governance 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 (dua puluh 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.