

ASSESSMENT OF THE PERFORMANCE OF BOARD OF COMMISSIONERS, BOARD OF DIRECTORS, COMMITTEES OF BOARD OF COMMISSIONERS AND DIRECTORS

A. Performance Evaluation of the Board of Commissioners

The Company evaluates the performance of the Board of Commissioners, both collectively and individually, through an independent mechanism each year based on the Company's achievement level compared to the agreed Key Performance Indicators. The performance evaluation of the Board of Commissioners is also conducted by considering the duties and responsibilities of the Board of Commissioners in accordance with the laws and / or Articles of Association of the Company.

Performance Evaluation Performance Process

1. Collegial Evaluation

The performance evaluation of the Board of Commissioners is conducted based on the assessment criteria, among others, including:

- The structure and composition of the Board of Commissioners.
- Achievement of Company Performance in accordance with the target set.
- Compliance with applicable laws and regulations as well as Company policy.
- Commitment to advance the interests of the Company.
- Implementation of supervision and management of the Company.
- Implementation of Good Corporate Governance in the Company.

2. Individual evaluation

Evaluations were conducted by each member of the Board of Commissioners, with the following criteria including:

- Attendance level in each internal meeting or joint meeting of the Board of Commissioners with the Board of Directors and meetings with the Supporting Committees under the Board of Commissioners.
- Contribution in the process of supervision and giving advice to the Management Ranks

The results of the Board of Commissioners' performance evaluation shall be submitted to the President Commissioner and the final evaluation will be evaluated by the President Commissioner based on the recommendations of the Nomination and Remuneration Committee. The results of the performance evaluation of the members of the Board of Commissioners shall be taken into consideration in providing direction to improve the effectiveness of the performance of the Board of Commissioners and as a basis for consideration for the Nomination and Remuneration Committee to provide recommendations to re-appoint members of the Board of Commissioners and to draw up the Board of Commissioners' remuneration structure.

In addition, the performance evaluation of the Board of Commissioners shall be submitted generally as a form of responsibility for the implementation of duties and responsibilities at the time of the Annual General Meeting of Shareholders and the Company's annual report.

B. Performance Appraisal of Directors

The Company evaluates the performance of the Board of Directors both collegially and individually through independent mechanisms each year based on the Company's

achievement level against the agreed Key Performance Indicators. The performance evaluation of the Board of Directors is also conducted by considering the duties and responsibilities of the Board of Directors in accordance with the laws and / or Articles of Association of the Company.

Performance Evaluation Performance Process

1. A collegial evaluation

The performance evaluation of the Board of Directors in a collegial manner is based on overall achievements, including among others the following criteria:

- Finance and Markets;
- Customer Focus;
- Effectiveness of Products and Processes;
- Focus of Labor;
- Leadership, Governance and Community Responsibility.

2. Individual evaluation

Performance appraisal is conducted by each member of the Board of Directors, with performance target criteria set forth in the working papers in accordance with the duties and responsibilities of each member of the Board of Directors. The evaluation of the President Director has been reflected in the previously mentioned collegial performance of the Board of Directors.

The results of the evaluation of the Board of Directors' performance are submitted to the Board of Commissioners and the final evaluation will be conducted by the President Commissioner based on the recommendations of the Nomination and Remuneration Committee. The results of the Board of Directors' performance appraisal are taken into consideration in providing direction to improve the effectiveness of the Board of Directors' performance and are one of the basic considerations for the Nomination and Remuneration Committee to recommend to the Board of Commissioners to re-appoint members of the Board of Directors and to structure the remuneration of the Board of Directors.

In addition, the performance evaluation of the Board of Directors shall be submitted generally as a form of responsibility for the implementation of duties and responsibilities at the time of the Annual General Meeting of Shareholders and the Company's annual report.

C. Performance Evaluation of the Committees of the Board of Commissioners

The Board of Commissioners evaluates the performance of committees of the Board of Commissioners based on reports on the implementation of duties and responsibilities submitted by each committee periodically. The results of the Board of Commissioners' performance appraisal are presented in the annual report.

The Committees under the Board of Commissioners are:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Risk Management Committee