

**PERFORMANCE ASSESSMENT POLICY  
BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS  
PT IMPACK PRATAMA INDUSTRI TBK**

The performance appraisal policy for members of the Board of Directors and members of the Board of Commissioners is prepared as a guideline for evaluating the implementation of the duties and responsibilities of the Board of Directors and Board of Commissioners in the Company. Performance appraisal of members of the Board of Directors and members of the Board of Commissioners is carried out by the Company once a year.

In accordance with the Financial Services Authority Regulation Number 34/POJK.04/2014 article 8, one of the functions of the Nomination and Remuneration Committee (NRC) is to assist the Board of Commissioners in assessing the performance of members of the Board of Directors and members of the Board of Commissioners based on the methods and benchmarks that have been prepared.

The results of the performance evaluation of members of the Board of Directors and members of the Board of Commissioners become one of the considerations in providing direction to improve performance effectiveness and develop the capabilities of the Board of Directors and Board of Commissioners. In addition, the results of the performance evaluation are also input for the Nomination and Remuneration Committee in providing recommendations to reappoint members of the Board of Directors and/or members of the Board of Commissioners.

**I. PERFORMANCE ASSESSMENT OF MEMBERS OF THE BOARD OF DIRECTORS**

Members of the Board of Directors of the Company conduct a self-assessment of their performance, which is then consolidated to assess the performance of the Board of Directors as a collegial work unit. The results of the performance appraisal are submitted to the Board of Commissioners, to be reported at the General Meeting of Shareholders through the Company's Annual Report. The performance appraisal of the Board of Directors, both collegially and individually, is carried out once a year.

The procedures for implementing the performance appraisal of members of the Board of Directors are as follows:

1. The Nomination and Remuneration Committee (KNR) provides recommendations on criteria used in evaluating the performance of members of the Board of Directors to the Board of Commissioners.
2. Determination of key performance indicators based on the recommendation criteria provided by the NRC, which is communicated to each member of the Board of Directors.
3. Each member of the Board of Directors conducts a self-assessment of performance.

4. Consolidation of the results of the self-assessment of each member of the Board of Directors; to carry out a collegial assessment of the effectiveness of the implementation of the duties and responsibilities of the Board of Directors.
5. The results of the performance appraisal are submitted to the Board of Commissioners, which will conduct a final evaluation based on recommendations from the NRC.
6. The performance of the Board of Directors is reported in the General Meeting of Shareholders as outlined in the Company's Annual Report.

Performance evaluation of members of the Board of Directors is carried out by considering several criteria, including:

1. Achievement of the Company's financial and business performance;
2. Implementation of the duties and functions of each Board of Directors;
3. Compliance with applicable laws and regulations as well as Company policies;
4. Implementation of Good Corporate Governance for members of the Board of Directors; and
5. Attendance at the Board of Directors Meeting and the Board of Commissioners' Meeting with the Board of Directors.

The results of the performance appraisal of the Board of Directors, both collegially and individually, are taken into consideration for the Nomination and Remuneration Committee in considering their re-appointment or dismissal. The results of the performance evaluation of the Board of Directors can also be used to determine the direction of development and improvement of the effectiveness of the Board of Directors.

## **II. PERFORMANCE ASSESSMENT OF MEMBERS OF THE BOARD OF COMMISSIONERS**

As with the Board of Directors, Members of the Company's Board of Commissioners also conduct a self-assessment of their performance, which is then consolidated to assess the performance of the Board of Commissioners collegially. The results of the performance appraisal of the Board of Commissioners are reported in the General Meeting of Shareholders through the Company's Annual Report. The performance appraisal of the Board of Commissioners, both collegially and individually, is carried out once a year.

The procedures for implementing the performance appraisal of members of the Board of Commissioners are as follows:

1. The Nomination and Remuneration Committee provides recommendations on criteria used in evaluating the performance of members of the Board of Commissioners to the Board of Commissioners.
2. Determination of key performance indicators based on the recommendation of criteria provided by the Nomination and Remuneration Committee.

3. Each member of the Board of Commissioners conducts a self-assessment of the collegial performance of the Board of Commissioners.
4. Consolidation of the assessment results of each member of the Board of Commissioners; to carry out a collegial assessment of the effectiveness of the implementation of the duties and responsibilities of the Board of Commissioners.
6. The results of the performance appraisal are submitted to the President Commissioner, who will conduct a final evaluation based on recommendations from the Nomination and Remuneration Committee.
7. The performance of the Board of Commissioners is reported in the General Meeting of Shareholders as outlined in the Company's Annual Report.

Performance evaluation of members of the Board of Commissioners is carried out by considering several criteria, including:

1. Implementation of supervision and management of the Company;
2. Compliance with applicable laws and regulations as well as Company policies;
3. The effectiveness of the committees under the Board of Commissioners;
4. Implementation of Good Corporate Governance for members of the Board of Commissioners; and
5. The level of attendance at the Board of Commissioners' Meeting, the Board of Commissioners' Meeting with the Board of Directors and the Board of Commissioners' Meeting with the Committee.

The results of the assessment of the performance of the Board of Commissioners, both collegially and individually, are taken into consideration for the Nomination and Remuneration Committee in considering the reappointment or dismissal of the Board of Commissioners. The results of the evaluation of the performance of the Board of Commissioners are also used to determine the direction of development and improvement of the competence of the Board of Commissioners.

### **III. PERFORMANCE ASSESSMENT AND COMPETENCE DEVELOPMENT OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF COMMISSIONERS**

Competency development of members of the Board of Directors and members of the Board of Commissioners is a form of follow-up to the results of performance appraisal. In this case, the Company encourages activities aimed at increasing the competence of the Board of Directors and Board of Commissioners; which can be done through training programs, seminars, webinars, and/or workshops.

With this sustainability training program, the Company hopes to be able to support the development of professional knowledge and abilities of members of the Board of Directors and members of the Board of Commissioners, which ultimately aims to improve individual and Company performance as a whole.