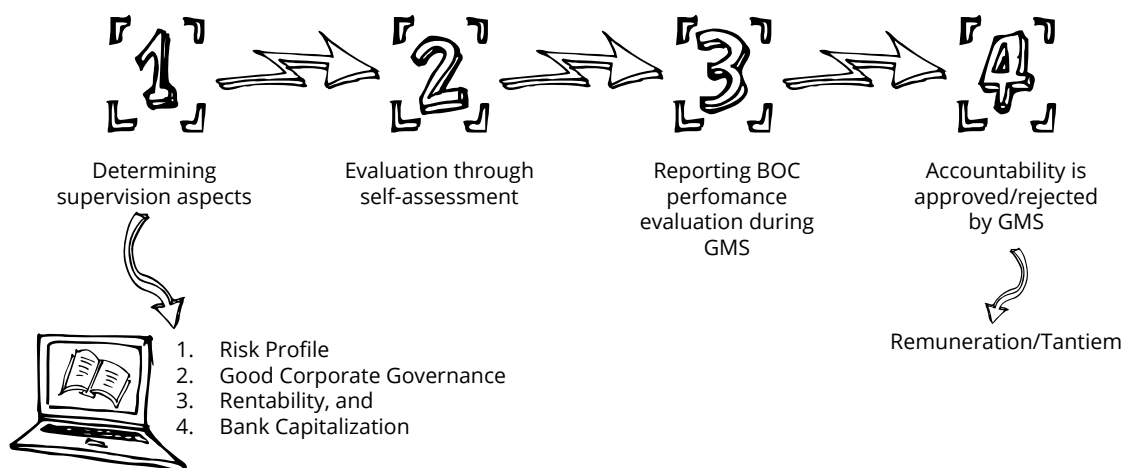


## PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS

The performance of the Board of Commissioners is assessed through self-assessment and reported as well as accounted for by the General Meeting of Shareholders.

### PROCEDURE OF PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS



### CRITERIA FOR PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS

No.	Indicator	Weight
1.	The Board of Commissioners holds regular Board of Commissioners Meeting no less than 4 (four) times in 1 (one) year.	10%
2.	The Board of Commissioners holds regular joint meeting with the Board of Directors no less than 4 (four) times in 1 (one) year.	10%
3.	The Board of Commissioners improves the knowledge, skill, and capability through the participation in seminar/training in accordance with the members' respective fields at least once a year.	10%
4.	The Board of Commissioners conducts on-site visits to the branches/regions to perform their supervisory function twice at the least in 1 (one) year.	10%
5.	The Board of Commissioners regularly evaluates the performance of the Bank and the Subsidiaries (Consolidated) 4 (four) times at the least in 1 (one) year.	10%
6.	The Board of Commissioners evaluates, prepares, and submits Reports on the Performance of the Bank's Financial Institutions Pension Fund to the Regulating Bodies once at the least in 1 (one) year.	10%
7.	The Board of Commissioners regularly arranges and submits the Supervision Report of Bank Business Plan to the Regulating Bodies twice in 1 (one) year.	10%
8.	The Board of Commissioners reviews, evaluates, and grants approval on aspects requiring approval from the Board of Commissioners pursuant to the prevailing laws and the Articles of Association, such as: <ul style="list-style-type: none"> <li>• Company Work Plan and Budget</li> <li>• Bank Business Plan</li> <li>• The Selection of Public Accountant Firm to act as the Auditor of Financial Statements of the Bank and Financial Institutions Pension Fund, and proposing the name of the Firm to be approved in the Annual General Meeting of Shareholders.</li> <li>• Capital injection or divestment and management structure of the Subsidiaries.</li> <li>• Approval of credit facilities for the related parties.</li> <li>• Effectiveness of Bank Risk Management and Integrated Risk Management systems and processes</li> <li>• Effectiveness of the implementation of the Internal Audit Work Unit function.</li> </ul>	10%
9.	The Board of Commissioners ensures the implementation of Good Corporate principles and practices holistically within the organization.	10%
10.	The Board of Commissioners ensures that the subordinate Committees, comprising Audit Committee, Risk Monitoring Committee, Nomination and Remuneration Committee, and Integrated Governance Committee, have performed their duties and functions appropriately and effectively in accordance with the applicable provisions. Below are the measured indicators in the implementation of duties and functions of Committees reporting to the Board of Commissioners: <ul style="list-style-type: none"> <li>• Hosted Meetings of Committees and Committees Work Plan</li> <li>• Degree of attendance and participation in Committee Meetings</li> <li>• Submission of Reviews to the Board of Commissioners</li> <li>• Timely Preparation and Submission of Committee Reports</li> </ul>	10%

## PARTIES CONDUCTING ASSESSMENT

The Board of Commissioners carried out self-assessment to its performance throughout 2018

### PERFORMANCE ASSESSMENT RESULT OF THE BOARD OF COMMISSIONERS

No.	Indicator	Weight	Pencapaian
1.	The Board of Commissioners holds regular Board of Commissioners Meeting no less than 4 (four) times in 1 (one) year.	10%	100%
2.	The Board of Commissioners holds regular joint meeting with the Board of Directors no less than 4 (four) times in 1 (one) year.	10%	100%
3.	The Board of Commissioners improves the knowledge, skill, and capability through the participation in seminar/training in accordance with the members' respective fields at least once a year.	10%	100%
4.	The Board of Commissioners conducts on-site visits to the branches/regions to perform their supervisory function twice at the least in 1 (one) year.	10%	100%
5.	The Board of Commissioners regularly evaluates the performance of the Bank and the Subsidiaries (Consolidated) 4 (four) times at the least in 1 (one) year.	10%	100%
6.	The Board of Commissioners evaluates, prepares, and submits Reports on the Performance of the Bank's Financial Institutions Pension Fund to the Regulating Bodies once at the least in 1 (one) year.	10%	100%
7.	The Board of Commissioners regularly arranges and submits the Supervision Report of Bank Business Plan to the Regulating Bodies twice in 1 (one) year.	10%	100%
8.	The Board of Commissioners reviews, evaluates, and grants approval on aspects requiring approval from the Board of Commissioners pursuant to the prevailing laws and the Articles of Association, such as: <ul style="list-style-type: none"> <li>• Company Work Plan and Budget</li> <li>• Bank Business Plan</li> <li>• The Selection of Public Accountant Firm to act as the Auditor of Financial Statements of the Bank and Financial Institutions Pension Fund, and proposing the name of the Firm to be approved in the Annual General Meeting of Shareholders.</li> <li>• Capital injection or divestment and management structure of the Subsidiaries.</li> <li>• Approval of credit facilities for the related parties.</li> <li>• Effectiveness of Bank Risk Management and Integrated Risk Management systems and processes</li> <li>• Effectiveness of the implementation of the Internal Audit Work Unit function.</li> </ul>	10%	100%
9.	The Board of Commissioners ensures the implementation of Good Corporate principles and practices holistically within the organization.	10%	100%
10.	The Board of Commissioners ensures that the subordinate Committees, comprising Audit Committee, Risk Monitoring Committee, Nomination and Remuneration Committee, and Integrated Governance Committee, have performed their duties and functions appropriately and effectively in accordance with the applicable provisions.  Below are the measured indicators in the implementation of duties and functions of Committees reporting to the Board of Commissioners: <ul style="list-style-type: none"> <li>• Hosted Meetings of Committees and Committees Work Plan</li> <li>• Degree of attendance and participation in Committee Meetings</li> <li>• Submission of Reviews to the Board of Commissioners</li> <li>• Timely Preparation and Submission of Committee Reports</li> </ul>	10%	100%

## THE EVALUATION OF THE COMMITTEES UNDER THE BOARD OF COMMISSIONERS AND THE BASIS OF THE EVALUATION

In order to improve the role of the Board of Commissioners in performing the supervisory function, the Board of Commissioners had established 4 (four) committees, namely:

1. Audit Committee
2. Remuneration and Nomination Committee
3. Risk Monitoring Committee
4. Integrated Governance Committee