

Keberagaman Komposisi Dewan Komisaris dan Direksi

Diversity in Composition of the Board of Commissioners and the Board of Directors

ANTAM meyakini bahwa keragaman keahlian, pengalaman, dan latar belakang pendidikan sangat diperlukan untuk efektivitas tugas pengawasan Dewan Komisaris dan pengelolaan Perusahaan oleh Direksi dengan tidak mengenal perbedaan gender. Dewan Komisaris dan Direksi ANTAM yang ditunjuk berdasarkan Keputusan Rapat Umum Pemegang Saham berdasarkan usulan Pemegang Saham Seri A Dwiwarna atau kuasanya, memiliki komposisi yang cukup beragam, baik berdasarkan usia, latar belakang pendidikan, keahlian serta pengalaman yang dibutuhkan dalam pelaksanaan tugas dan tanggung jawabnya.

Perusahaan berupaya untuk menjaga bauran keahlian dan pengalaman anggota Dewan Komisaris dan Direksi yang mencakup di antaranya bidang pertambangan, keuangan, sosial, politik, hukum, tata kelola, sumber daya manusia, dan ekonomi. Identifikasi keahlian Dewan Komisaris dan Direksi dilakukan berdasarkan latar belakang pendidikan, pengalaman kerja serta pelatihan yang pernah diikuti. ANTAM juga berkomitmen untuk meningkatkan kompetensi Dewan Komisaris dan Direksi, baik melalui training, workshop serta kegiatan lainnya yang relevan bagi peningkatan kompetensi Dewan Komisaris dan Direksi.

ANTAM believes that diversity of expertise, experience, and educational background is indispensable for the effectiveness of the Board of Commissioners' supervisory duties and the Company management by the Board of Directors regardless of the gender differences. The Board of Commissioners and the Board of Directors of ANTAM, which are appointed by the resolution of the General Meeting of Shareholders based on the proposal of Series A Dwiwarna Shareholders or its attorney, have a quite diverse composition, both based on age, educational background, expertise and experience needed in carrying out their duties and responsibilities.

The Company gives its best efforts to maintain the diversity of expertise and experience of members of the Board of Commissioners and the Board of Directors in, among others, mining, finance, social, politics, law, governance, human resources, and economic sectors. The identification of the expertise of members of the Board of Commissioners and the Board of Directors is based on educational background, work experience, and training. ANTAM is committed to improve the Board of Commissioners' and the Board of Directors' competency, either through training, workshop, or other relevant activities.

Keberagaman Komposisi Dewan Komisaris dan Direksi

Diversity of Composition of the Board of Commissioners and the Board of Directors

Nama Name	Jenis Kelamin Gender	Usia per 31 Desember 2020 Age per Dec 31, 2020	Tingkat Pendidikan Terakhir Latest Level of Education			Keahlian Expertise						
			S1	S2	S3	Manajemen/Keuangan Management/Finance	Hukum Law	Sumber Daya Manusia Human Resources	Pertambangan Mining	Teknik Sipil Civil Engineering	Sosial/Politik Social/Politics	Komunikasi Communication
Dewan Komisaris Board of Commissioners												
Agus Surya Bakti	Laki-laki Male	59		✓							✓	✓
Gumilar Rusliwa Somantri	Laki-laki Male	57			✓						✓	
Anang Sri Kusuwardono	Laki-laki Male	57	✓					✓				
Arif Baharudin	Laki-laki Male	53		✓		✓						
Dadan Kusdiana	Laki-laki Male	52		✓								✓ ✓

Nama Name	Jenis Kelamin Gender	Usia per 31 Desember 2020 Age per Dec 31, 2020	Tingkat Pendidikan Terakhir Latest Level of Education			Keahlian Expertise								
			S1	S2	S3	Manajemen/Keuangan Management/Finance	Hukum Law	Sumber Daya Manusia Human Resources	Pertambangan Mining	Teknik Sipil Civil Engineer-ing	Sosial Politik Social Politics	Komunikasi Communication	Pertanian Agriculture	Energi Energy
Bambang Sunarwibowo ¹⁾	Laki-laki Male	54		√			√							
Zaelani ²⁾	Laki-laki Male	60	√			√								
Direksi Boards of Directors														
Dana Amin	Laki-laki Male	49		√						√				
Hartono	Laki-laki Male	48		√					√					
Aprilandi Hidayat Setia	Laki-laki Male	45		√		√			√					
Luki Setiawan Suardi	Laki-laki Male	52	√					√						√
Anton Herdianto	Laki-laki Male	51		√		√								
Risono	Laki-laki Male	44	√						√					

¹⁾ Efektif diangkat sejak tanggal 11 Juni 2020. Appointed effectively since June 11, 2020.

²⁾ Berhenti sejak tanggal 11 Juni 2020. Ceased since June 11, 2020.

Assessment/ Penilaian Kinerja terhadap Dewan Komisaris dan Direksi

Performance Assessment of the Board of Commissioners and the Board of Directors

Kebijakan Penilaian Kinerja terhadap Dewan Komisaris

Dewan Komisaris melakukan pengukuran dan penilaian terhadap kinerja Dewan Komisaris secara kolejal. Ketentuan terkait dengan kewajiban Dewan Komisaris dalam melakukan pengukuran dan penilaian terhadap kinerja Dewan Komisaris telah tercantum dalam Pedoman Kerja (*Charter*) Dewan Komisaris dan *Charter* Komite GCG-NR.

Untuk tahun 2020, penilaian kinerja Dewan Komisaris telah dilakukan berdasarkan SK Dewan Komisaris Nomor 3/DK/SK/IV/2020 tanggal 20 April 2020 tentang Penetapan Evaluasi Kinerja (*Performance Evaluation*) Tahun 2020 Dewan Komisaris ANTAM. Evaluasi terhadap kinerja Dewan Komisaris, dilakukan setiap tahun dan hasilnya disampaikan dalam RUPS.

Hasil Penilaian Kinerja Dewan Komisaris

Policies and Procedures for the Performance Assessment of the Board of Commissioners

The Board of Commissioners (BOC) assesses the Board of Commissioners' collegial work performance. Provisions relating to the Board of Commissioners' obligations to carry out such assessment have been set forth in the Charter of the Board of Commissioners and Charter of the GCG-NR Committee.

For the year of 2020, the BOC's performance assessment has been carried out in accordance with the Decree of the BOC Number 3/DK/SK/IV/2020 dated April 20, 2020, on the Determination of Performance Evaluation of the BOC for 2020. Performance evaluation of the BOC is carried out every year, and the results are presented in the GMOS.

Result of the Performance Evaluation of the Board of Commissioners

Pencapaian Penilaian Kinerja Dewan Komisaris Tahun 2020

Achievement of the Board of Commissioners' Performance Assessment in 2020

No.	Key Performance Indicator	Bobot Indikator	Pencapaian Nilai	Bobot Indikator x
		Weight Indicator	Score Achievement	Weight Indicator x
		(%)	(%)	Score Achievement
1	Terlaksananya Pemantauan Efektivitas Praktik GCG Accomplishment of the monitoring of the Effectiveness of GCG Practices	7	102,44	7,17
2	Revenue	7	110,00	7,70
3	Terlaksananya Rencana Kerja dan Anggaran Perusahaan (RKAP) Implementation of the Company's Annual Budget and Work Plan (RKAP)	6	100,00	6,00
4	Tercapainya Target Penjualan Sales Target Achievement	5	100,00	5,00
5	Tercapainya Laba Bersih Net Income Achievement	4	110,00	4,40
6	Terlaksananya Tugas Khusus Execution of Special Duties	5	100,00	5,00
7	Sinergi BUMN The synergy between State-Owned Enterprises	3	100,00	3,00
8	Adanya Tanggapan Komisaris atas Laporan Triwulanan dan Tahunan Direksi BOC's Response to the BOD's Quarterly and Annual Reports	3	100,00	3,00
9	Kehadiran Dewan Komisaris dalam Rapat Internal Dewan Komisaris dan Rapat Dewan Komisaris yang Mengundang Direksi Attendance of Members of the BOC in the BOC's Internal Meeting and The Board of Commissioners' Meeting That Invites The Board of Directors	3	100,00	3,00

No.	Key Performance Indicator	Bobot Indikator	Pencapaian Nilai	Bobot Indikator x
		Weight Indicator	Score Achievement	Weight Indicator x
		(%)	(%)	Score Achievement
10	Tercapainya Kinerja Komite Audit Audit Committee Performance Achievement	19	110,69	21,03
11	Tercapainya Kinerja Komite GCG-NR GCG-NR Committee Performance Achievement	19	106,70	20,27
12	Tercapainya Kinerja Komite Manajemen Risiko Risk Management Committee Performance Achievement	19	104,02	19,76
Total		100		105,33

Penilaian Kinerja Masing-Masing Anggota Dewan Komisaris

Penilaian masing-masing Anggota Dewan Komisaris dapat dilihat melalui pencapaian KPI Komite Penunjang Dewan Komisaris mengingat Dewan Komisaris merupakan anggota dari Komite Penunjang Dewan Komisaris.

Kebijakan dan Prosedur Pelaksanaan Penilaian Kinerja Direksi

Penetapan *Key Performance Indicator* (KPI) Korporat atau Kontrak Manajemen dilakukan berdasarkan, antara lain:

1. Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-11/MBU/11/2020 tentang Kontrak Manajemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara;
2. Surat Direktur Utama PT Inalum (Persero) Nomor 669/LDIRUT/VIII/2020 terkait Arahan Target Rencana Kerja dan Anggaran Perusahaan Perubahan (RKAP-P) 2020;
3. Surat Inalum Nomor 1502/L-Dirut/XII/2019 tentang Arahan Penyelarasan Kontrak Manajemen Anggota MIND ID 2020;
4. Surat Direktur Utama PT Inalum (Persero) Nomor 1068/LDIRUT/XII/2020 tentang Himbuan Mekanisme Penilaian Hasil Key Performance Indicator 2020; dan
5. Dokumen Strategis ANTAM.

Dasar tersebut kemudian diwujudkan dalam dokumen kontrak manajemen yang ditandatangani oleh Direksi, Dewan Komisaris dan selanjutnya mendapatkan persetujuan PT Inalum (Persero) melalui surat Nomor 1029/LDIRUT/XI/2020 tentang Persetujuan Kontrak Manajemen PT ANTAM Tbk.

Performance Evaluation of the Member of the Board of Commissioners

The assessment of each member of the Board of Commissioners can be seen through the KPI achievement of the Supporting Committee of the Board of Commissioners, considering that the Board of Commissioners is also a member of the Supporting Committee of the Board of Commissioners.

Policies and Procedures for the Performance Assessment of the Board of Directors'

The Corporate Key Performance Indicator (KPI) or Management Contract is determined based on:

1. Regulation of the Minister for State-Owned Enterprises of the Republic of Indonesia Number PER-11/MBU/11/2020 concerning Management Contracts and Annual Management Contracts for the Directors of State-Owned Enterprises;
2. Letter of the President Director of PT Inalum (Persero) Number 669/LDIRUT/VIII/2020 in relation to the Direction for Determining the Targets for the Amendment to the Work Plan and Budget (RKAP-P) 2020;
3. Inalum Letter Number 1502/L-Dirut/XII/2019 concerning the Direction for Aligning the Management Contract of MIND ID Members 2020;
4. Letter of the President Director of PT Inalum (Persero) Number 1068/LDIRUT/XII/2020 concerning the Appeal for the 2020 Key Performance Indicator Result Assessment Mechanism; and
5. ANTAM Strategic documents.

The basis is then realized in the contract management signed by the Board of Directors, the Board of Commissioners and furthermore obtaining approval from PT Inalum (Persero) by letter Number 1029/LDIRUT/XI/2020 concerning the Approval of the Management Contract of PT ANTAM Tbk.

Berdasarkan Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-11/MBU/11/2020 tentang Kontrak Manajemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara, KPI Direksi secara kolegal merupakan KPI Direktur Utama, yang selanjutnya diturunkan kepada masing-masing anggota Direksi sesuai dengan tugas, fungsi dan tanggung jawab anggota Direksi tersebut dalam lingkup direktorat yang dipimpinnya. Dengan demikian, setiap anggota Direksi akan menyelaraskan sasaran/inisiatifnya dari direktorat yang dipimpinnya dan mengukur kinerjanya melalui KPI individu masing-masing anggota Direksi untuk memberikan kontribusi atau mendukung sasaran-sasaran strategi perusahaan.

Evaluasi atas pencapaian hasil KPI Direksi akan dilakukan oleh Dewan Komisaris melalui Komite GCG-NR yang disampaikan kepada Dewan Komisaris berdasarkan kajian data yang dibandingkan dengan target yang telah disepakati. Capaian KPI Tahunan akan disampaikan kepada Pemegang Saham Seri A Dwiwarna dan Pemegang Saham Mayoritas serta dalam Rapat Umum Pemegang Saham Tahunan Perusahaan.

Untuk tahun 2020, telah dilakukan penilaian kinerja Direksi secara kolegal dan kinerja masing-masing anggota Direksi sesuai dengan ketentuan yang berlaku.

Hasil Penilaian Kinerja Direksi

Based on the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-11/MBU/11/2020 concerning Management Contracts and Annual Management Contracts for the Directors of State-Owned Enterprises, the Board of Directors KPI is collegally the KPI for the President Director, which is then passed down to each member of the Board of Directors in accordance with the duties, functions and responsibilities of the members of the Board of Directors within the scope of the directorate they lead. Thus, each member of the Board of Directors will align his goals/initiatives from the directorate they lead and measure its performance through the individual KPIs of each member of the Board of Directors to contribute to or support the company's strategic goals.

The Board of Commissioners evaluates the KPI achievement of the Board of Directors through the GCG-NR Committee, which evaluation is then submitted to the Board of Commissioners based on the review of the data that is compared to the agreed targets. The Annual KPI achievements will be submitted to the Series A Dwiwarna Shareholder and Majority Shareholders and presented in the Company's Annual General Meeting of Shareholders.

For 2020, a collegial assessment of the performance of the Board of Directors has been carried out and the performance of each member of the Board of Directors is in accordance with the applicable regulations.

Results of the Performance Assessment of the Board of Directors

Capaian Key Performance Indicator (KPI) Korporat (KPI Direktur Utama) 2020 Achievement of the Corporate KPI (President Director's KPI) 2020

Perspektif Perspective	Key Performance Indicator	Bobot Indikator Weight Indicator	Pencapaian Nilai Achievement Score	Bobot Indikator x Pencapaian Nilai Weight Indicator x Achievement Score
		(%)	(%)	(%)
<i>Economic and Social Value for Indonesia</i>	EBITDA	6,0	110	6,6
	Net Income	6,0	110	6,6
	Debt to EBITDA	5,0	110	5,5
	Tingkat Komponen Dalam Negeri (TKDN) Local Content Level	3,0	110	3,3
	Kajian Pengukuran Dampak Sosial dan Lingkungan Social and Environmental Impact Measurement Review	5,0	100	5,0

Perspektif Perspective	Key Performance Indicator	Bobot Indikator Weight Indicator	Pencapaian Nilai Achievement Score	Bobot Indikator x Pencapaian Nilai Weight Indicator x Achievement Score
		(%)	(%)	(%)
Business Model Innovation	Penyampaian rencana eksplorasi dalam 5 tahun ke depan kepada Divisi Eksplorasi MIND ID Submission of 5-year exploration plan to MIND ID Exploration Division	5,0	100	5,0
	Penyampaian kajian teknis dan kebijakan (Berkolaborasi dengan MMII) Submission of technical and policy reviews (in coordination with MMII)	5,0	100	5,0
	Penyelesaian Restrukturisasi Anak Perusahaan Finalization of the Subsidiary Restructuration	5,0	100	5,0
Technology Leadership	Penyampaian rencana bisnis digitalisasi produksi dan supply chain kepada MIND ID Submission of business plan for digitalisation of production and supply chain to MIND ID	5,0	110	5,5
Energize Investment	Penandatanganan kerja sama proyek EV Battery The signing of EV Battery project cooperation	6,0	110	6,6
	Proyek Feronikel Haltim			
	- Pembangunan Pabrik Feni	3,0	98	2,9
	- Pembangunan Pembangkit Listrik Haltim Ferronickel Project	3,0	81	2,4
	- Construction of the Feni Plant			
	- Construction of the Power Plant			
	Keputusan kelanjutan Proyek Nickel Pig Iron The decision on the continuation of the Nickel Pig Iron Project	5,0	100	5,0
Proyek SGA (<i>Mine Haul & Mining Facilities</i>), (Pembebasan lahan, Procurement EPC Washing Plant dan BOT Mode & Transportation Road) SGA Project (<i>Mine Haul & Mining Facilities</i>) (Land acquisition, Procurement of EPC Washing Plant and BOT Mode & Transportation Road)	5,0	56,64	2,8	
Pembangunan pabrik SGAR SGAR plant construction	8,0	105	8,4	
Pengembangan kerja sama bisnis baru dengan mitra potensial:				
- Penandatanganan Perjanjian Kerja Sama (PKS) Joint Venture Hilirisasi Nikel	5,0	100	5,0	
- Penandatanganan Perjanjian Kerja Sama (PKS) Integrasi Tambang Bauksit	5,0	100	5,0	
Development of new business cooperation with potential partners:				
- Signing of the Nickel Downstream Joint Venture Cooperation Agreement				
- Signing of the Bauxite Mine Integration Cooperation Agreement				
Unleashed Talent	Learning Organization Culture (24 Jam/FTE)	5,0	110	5,5
	Rencana pengembangan <i>Top Talent</i> (di bawah 40 Tahun) Top Talent development plan (below 40-years old)	3,0	100	3,0
	Rencana pengembangan calon (<i>successor</i>) Direksi The development plan of prospective Directors (successors)	3,0	110	3,3
	Talent Mobility	4,0	110	4,4
TOTAL		100		101,91

Penilaian Kinerja Anggota Direksi

KPI Individu Direksi merupakan penjabaran KPI Direksi secara kolegial (KPI Direktur Utama) sesuai dengan tugas, fungsi dan tanggung jawab masing-masing anggota Direksi.

Performance Evaluation of the Members of the Board of Directors

Individual KPI for the Board of Directors is a collegial translation of KPI for the Board of Directors (KPI for the President Director) in accordance with the duties, functions and responsibilities of each member of the Board of Directors.

Capaian Key Performance Indicator (KPI) Anggota Direksi KPI Achievement of the Members of the Board of Directors

Direktur Director	Nilai Pencapaian Tahun 2020 Achievement Score Year 2020
	(%)
Direktur Operasi & Produksi Director of Operation & Production	107,56
Direktur Niaga Director of Commerce	104,01
Direktur Sumber Daya Manusia Director of Human Resources	105,39
Direktur Keuangan Director of Finance	107,00
Direktur Pengembangan Usaha Director of Business Development	101,05

Penilaian Kinerja Dewan Komisaris dan Direksi Berdasarkan Implementasi Tata Kelola Perusahaan

Untuk mengetahui sejauh mana tingkat Penilaian Kinerja Dewan Komisaris dan Direksi berdasarkan implementasi Tata Kelola Perusahaan, ANTAM menggunakan kriteria yang terdapat dalam SK-16/S.MBU/2012 tanggal 06 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara. Selain itu, penilaian juga mengacu pada Surat Edaran Otoritas Jasa Keuangan Nomor 32/SEOJK.04/2015 tanggal 17 November 2015 tentang Pedoman Tata Kelola Perusahaan Terbuka, dan ASEAN Corporate Governance Scorecard.

Performance Assessment of the Board of Commissioners and the Board of Directors Based on the Implementation of Corporate Governance

To recognize the level of Performance Assessment of the Board of Commissioners and the Board of Directors based on the implementation of Good Corporate Governance, ANTAM uses the criteria regulated in the letter Number SK-16/S.MBU/2012 dated June 6, 2012, on Indicators/Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises. In addition, the assessment also refers to the Circular of Financial Services Authority Number 32/SEOJK.04/2015 dated November 17, 2015, on the Guidelines for Public Company Governance, and ASEAN Corporate Governance Scorecard.

Assessment Dewan Komisaris berdasarkan SK-16/S.MBU/2012 tanggal 06 Juni 2012

No.	Indikator	Indicators	Tingkat Pemenuhan Level of Compliance (%)
1.	Dewan Komisaris/Dewan Pengawas melaksanakan program pelatihan/pembelajaran secara berkelanjutan.	The Board of Commissioners (BOC) continuously attends training/learning programs.	100
2.	Dewan Komisaris/Dewan Pengawas melakukan pembagian tugas, wewenang dan tanggung jawab secara jelas serta menetapkan faktor-faktor yang dibutuhkan untuk mendukung pelaksanaan tugas Dewan Komisaris/Dewan Pengawasan.	The BOC implements clear segregation of duties, authorities, and responsibilities and establishes factors required to support the implementation of the duties of the Board of Commissioners/Supervisory Board.	98

Assessment of the Board of Commissioners based on SK-16/S.MBU/2012 dated June 6, 2012

No.	Indikator	Indicators	Tingkat Pemenuhan Level of Compliance (%)
3.	Dewan Komisaris/Dewan Pengawas memberikan persetujuan atas rancangan RJPP dan RKAP yang disampaikan oleh Direksi.	The BOC/Supervisory Board approves the draft of the Long Term Plan (RJPP) and Work Plan and Budget (RKAP) submitted by the Board of Directors (BOD).	100
4.	Dewan Komisaris/Dewan Pengawas memberikan arahan terhadap Direksi atas implementasi rencana dan kebijakan perusahaan.	The BOC/Supervisory Board provides directions to the BOD on the implementation of the Company's plans and policies	96
5.	Dewan Komisaris/Dewan Pengawas melaksanakan pengawasan terhadap Direksi atas implementasi rencana dan kebijakan perusahaan.	The BOC/Supervisory Board performs oversight over the BOD on the implementation of the Company's plans and policies	100
6.	Dewan Komisaris/Dewan Pengawas melakukan pengawasan terhadap pelaksanaan kebijakan pengelolaan anak perusahaan/perusahaan patungan.	The BOC/Supervisory Board performs oversight over the implementation of the policy of subsidiary/joint venture management.	100
7.	Dewan Komisaris/Dewan Pengawas berperan dalam pencalonan anggota Direksi, menilai kinerja Direksi (individu dan kolegal) dan mengusulkan tantiem/insentif kinerja sesuai ketentuan yang berlaku dan mempertimbangkan kinerja Direksi.	The BOC/Supervisory Board performs its roles in nominating the BOD's members, assessing the BOD's performance (individual and collegial) and proposing performance bonuses/tantiem in accordance with the applicable provisions and by taking into account the BOD's performance.	100
8.	Dewan Komisaris/Dewan Pengawas melakukan tindakan terhadap potensi benturan kepentingan yang menyangkut dirinya.	The BOC/Supervisory Board takes actions against any potential conflicts of interest involving themselves.	100
9.	Dewan Komisaris/Dewan Pengawas memantau dan memastikan bahwa praktik Tata Kelola Perusahaan yang Baik telah diterapkan secara efektif dan berkelanjutan.	The BOC/Supervisory Board monitors and ensures that the GCG principles have been effectively and sustainably implemented.	100
10.	Dewan Komisaris/Dewan Pengawas menyelenggarakan rapat Dewan Komisaris/Dewan Pengawas yang efektif dan menghadiri Rapat Dewan Komisaris/Dewan Pengawas sesuai dengan ketentuan perundang-undangan.	The BOC/Supervisory Board holds effective BOC's/Supervisory Board's meetings and attends the meetings in accordance with the applicable laws and regulations	100
11.	Dewan Komisaris/Dewan Pengawas memiliki Sekretaris Dewan Komisaris/Dewan Pengawas untuk mendukung tugas kesekretariatan Dewan Komisaris/Dewan Pengawas.	The BOC/Supervisory Board has a Secretary to the BOC to support the secretarial duties of the BOC/Supervisory Board.	100
12.	Dewan Komisaris/Dewan Pengawas memiliki Komite Dewan Komisaris/Dewan Pengawas yang efektif.	The BOC/Supervisory Board has an effective BOC Committees.	100

Assessment Direksi Berdasarkan SK-16/S.MBU/2012 tanggal 06 Juni 2012

Assessment of the Board of Directors Based on SK-16/S.MBU/2012 dated June 6, 2012

No.	Indikator	Indicators	Tingkat Pemenuhan Compliance Level (%)
1.	Direksi melaksanakan program pelatihan/pembelajaran secara berkelanjutan.	The BOD conducts continuous trainings/learning programs.	100
2.	Direksi melakukan pembagian tugas/fungsi, wewenang dan tanggung jawab secara jelas.	The BOD has a clear segregation of duties/functions, authorities, and responsibilities.	93
3.	Direksi menyusun perencanaan perusahaan.	The BOD prepares the Corporate Plan.	100
4.	Direksi berperan dalam pemenuhan target kinerja perusahaan.	The BOD performs roles in achieving Company's Performance goals.	97
5.	Direksi melaksanakan pengendalian operasional dan keuangan terhadap implementasi rencana dan kebijakan perusahaan.	The BOD performs operational and financial control towards the implementation of the Company's plans and policies.	100
6.	Direksi melaksanakan pengurusan perusahaan sesuai dengan peraturan perundang-undangan yang berlaku dan Anggaran Dasar.	The BOD manages the Company in accordance with the prevailing laws and regulations and the Company's Articles of Associations.	100
7.	Direksi melakukan hubungan yang bernilai tambah bagi perusahaan dan <i>stakeholders</i> .	The BOD establishes relations that have value added for the Company and stakeholders.	95

Assessment Direksi Berdasarkan SK-16/S.MBU/2012 tanggal 06 Juni 2012

Assessment of the Board of Directors Based on SK-16/S.MBU/2012 dated June 6, 2012

No.	Indikator	Indicators	Tingkat Pemenuhan Compliance Level (%)
8.	Direksi memonitor dan mengelola potensi benturan kepentingan anggota Direksi dan manajemen di bawah Direksi.	The BOD monitors and prevents any potential Conflicts of interest may occur within the BOD's members and management below the BOD.	100
9.	Direksi memastikan perusahaan melaksanakan keterbukaan informasi dan komunikasi sesuai peraturan perundang-undangan yang berlaku dan penyampaian informasi kepada Dewan Komisaris/ Dewan Pengawas dan Pemegang Saham tepat waktu.	The BOD ensures that the Company makes Information and communication disclosures in accordance with the prevailing laws and regulations, and deliver the information to the BOC/Supervisory Board and shareholders promptly.	100
10.	Direksi menyelenggarakan rapat Direksi dan menghadiri Rapat Dewan Komisaris/Dewan Pengawas sesuai dengan ketentuan perundang-undangan.	The BOD holds BOD meetings and attends the BOC/Supervisory Board meetings in accordance with the prevailing laws and regulations	100
11.	Direksi wajib menyelenggarakan pengawasan intern yang berkualitas dan efektif.	The BOD must perform effective and qualified internal audits.	100
12.	Direksi menyelenggarakan fungsi Sekretaris Perusahaan yang berkualitas dan efektif.	The BOD performs effective and qualified Corporate Secretary functions.	93
13.	Direksi menyelenggarakan RUPS Tahunan dan RUPS lainnya sesuai peraturan perundang-undangan.	The BOD convenes the annual GMOS and other GMOS in accordance with the prevailing laws and regulations.	100

Hasil *Assessment* Dewan Komisaris dan Direksi sesuai Surat Edaran Otoritas Jasa Keuangan Nomor 32/SEOJK.04/2015 tanggal 17 November 2015 tentang Pedoman Tata Kelola Perusahaan Terbuka dan berdasarkan ASEAN *Corporate Governance Scorecard*, dan ASX *Corporate Governance Principles and Recommendations* dapat dilihat dalam *Section* Tata Kelola Perusahaan bagian Evaluasi Implementasi Tata Kelola Perusahaan.

Pihak yang Melakukan *Assessment*

Penilaian Dewan Komisaris dan Direksi berdasarkan Implementasi Tata Kelola Perusahaan untuk parameter BUMN dilakukan oleh pihak independen yaitu PT Sinergi Daya Prima. Adapun penilaian berdasarkan Pedoman Tata Kelola Perusahaan Terbuka dari OJK dilakukan melalui *self-assessment*.

The results of the *Assessment* of the Board of Commissioners and the Board of Directors, pursuant to the Financial Services Authority Circular Number 32/SEOJK.04/2015 dated November 17, 2015, on the Guidelines for Public Company Governance and ASEAN CG Scorecard, as well as ASX Corporate Governance Principles and Recommendations, can be found in the Corporate Governance section of the Evaluation of the Implementation of Corporate Governance.

Parties Undertake the *Assessment*

Performance *Assessment* of the Board of Commissioners and the Board of Directors based on the implementation of Good Corporate Governance aspects, that refers to the parameters set by the Ministry of SOE, is undertaken by an independent party, PT Sinergi Daya Prima, whilst the *assessment* based on Guidelines for Public Company Governance issued by FSA is carried out through *self-assessment*.