

<p style="text-align: center;">Pokok-pokok Kebijakan Penilaian Kinerja Dewan Komisaris dan Direksi Bank Danamon</p>	<p style="text-align: center;">Principles of Bank Danamon's Performance Assessment Policy for the Board of Commissioners and Board of Directors</p>
<p>TUJUAN</p> <p>Kebijakan Penilaian Kinerja Dewan Komisaris dan Direksi disusun sebagai pedoman untuk menilai efektivitas pelaksanaan tugas dan tanggung jawab Dewan Komisaris dan Direksi secara kolegal dan individu.</p> <p>KETENTUAN UMUM</p> <ol style="list-style-type: none"> 1. Penilaian kinerja Dewan Komisaris dan Direksi dilakukan dengan berdasarkan kriteria yang telah ditetapkan dengan mempertimbangkan tugas dan tanggung jawab yang sesuai dengan peraturan perundang-undangan dan Anggaran Dasar Perusahaan dan kebijakan perusahaan. 2. Hasil penilaian kinerja Dewan Komisaris dan Direksi menjadi bahan pertimbangan dalam meningkatkan efektivitas kinerja Dewan Komisaris dan Direksi. 3. Hasil penilaian kinerja anggota Dewan Komisaris atau Direksi merupakan salah satu dasar pertimbangan bagi Komite Nominasi dalam memberikan rekomendasi kepada Dewan Komisaris untuk mengangkat kembali anggota Dewan Komisaris atau Direksi serta sebagai bahan pertimbangan untuk menyusun struktur remunerasi Dewan Komisaris atau Direksi. <p>PENILAIAN KINERJA DEWAN KOMISARIS</p> <ol style="list-style-type: none"> 1. Penilaian Kinerja dilakukan secara <i>self assessment</i> setiap tahun untuk menilai kinerja Dewan Komisaris secara kolegal. Anggota Dewan Komisaris melakukan penilaian melalui Self Assessment. Hasil penilaian (<i>self assessment</i>) masing-masing anggota Dewan Komisaris dikonsolidasi untuk dilakukan review oleh Dewan Komisaris guna menetapkan efektivitas dari dewan dan area-area yang perlu dilakukan perbaikan. 	<p>PURPOSE</p> <p><i>This Board of Commissioner (BoC) and Board of Director (BoD) Performance Assessment Policy is prepared as a guideline to assess the effectiveness of the Board of Commissioners and Board of Directors in carrying out its respective roles and responsibilities both collegially and individually.</i></p> <p>GENERAL PRINCIPLES</p> <ol style="list-style-type: none"> 1. <i>Performance Assessments of the BoC and BoD are carried out based on the criteria established by considering the duties and responsibilities in accordance with laws and regulations and Articles of Association of the Company and company's policies.</i> 2. <i>The results of performance assessment of the BoC and BoD become a consideration to enhance the effectiveness of the BoC and BoD.</i> 3. <i>The result of the performance assessment of a member of the BoC or BoD is one of the basis for considerations for the Nomination Committee's recommendation to the BoC to re-appoint the member of the BoC or BoD as well as for consideration to structure the remuneration of the BoC and BoD.</i> <p>PERFORMANCE ASSEEMENT OF THE BOC</p> <ol style="list-style-type: none"> 1. <i>Performance Assessment is conducted annually to assess the performance of the Board of Commissioners collegially. The BoC members assess the board via self assessment. Results of the self assessments are consolidated to be reviewed by the Board of Commissioners in order to determine the board effectiveness and the areas for improvements.</i>

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<p>2. Dewan Komisaris menyusun rencana tindak lanjut perbaikan dan Komisaris Utama memastikan pelaksanaan rencana tindak lanjut perbaikan.</p> <p>3. Penilaian kinerja Dewan Komisaris yang difasilitasi oleh pihak eksternal dilakukan secara berkala. Fasilitator eksternal yang ditunjuk memberikan perspektif atas kinerja Dewan Komisaris dan pandangan terhadap kinerja dewan lainnya. Pihak eksternal yang ditunjuk akan memberikan <i>feedback</i>/hasil evaluasi kinerja Dewan Komisaris.</p> <p>4. Penilaian kinerja Dewan Komisaris dilakukan dengan mempertimbangkan beberapa komponen antara lain struktur dan komposisi Dewan Komisaris, pelaksanaan strategi dan pengelolaan perusahaan, efektivitas pelaksanaan program kerja komite, penerapan manajemen risiko dan pengendalian internal serta penerapan <i>Good Corporate Governance</i>.</p> <p>5. Penilaian kinerja anggota Dewan Komisaris dilakukan oleh Komisaris Utama setiap tahun berdasarkan tugas dan tanggung jawab Dewan Komisaris.</p>	<p>2. <i>The BoC prepares the corrective actions and the President Commissioner ensures that such corrective action has been implemented.</i></p> <p>3. <i>External facilitation of the Board of Commissioners' Performance Assessment is conducted periodically. The external facilitator provides a perspective on the performance of the board. The designated external facilitator will provide feedbacks on the results of performance evaluation of the Board of Commissioners.</i></p> <p>4. <i>Performance Assessment of the Board of Commissioners is conducted by considering several components, which include structure and composition of the BoC, implementation of the strategies and management of the company, the effectiveness of the committees, implementation of risk management and internal controls and implementation of Good Corporate Governance</i></p> <p>5. <i>Performance Assessments of members of the Board of Commissioners are conducted by the President Commissioner on an annual basis based on roles and responsibilities of Board of Commissioners.</i></p>
<p>PENILAIAN KINERJA DIREKSI</p> <p>1. Seluruh anggota Direksi memiliki target kinerja sesuai dengan tugas dan tanggung jawab masing-masing anggota Direksi.</p> <p>2. Penilaian kinerja anggota Direksi dilakukan setiap 6 bulan oleh Direktur Utama.</p> <p>3. Hasil penilaian kinerja anggota Direksi diberikan kepada Dewan Komisaris melalui Komite Nominasi.</p> <p>Kebijakan ini dikaji secara berkala sesuai dengan perkembangan Perusahaan.</p>	<p>PERFORMANCE ASSESSMENT OF BOARD OF DIRECTORS</p> <p>1. <i>All members of the Board of Directors has performance goals individual based on the duties and responsibilities of members of the Board of Directors.</i></p> <p>2. <i>Performance assessments of members of the Board of Directors are conducted semi-annually by the President Director.</i></p> <p>3. <i>The result of performance assessment of members of the Board of Directors is reported to the Board of Commissioners through the Nomination Committee.</i></p> <p><i>This policy is reviewed periodically in line with the developments of the Company.</i></p>