

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 performance evaluation results of the members of the Board of Directors and the Board of Commissioners serve as a key consideration for providing guidance to enhance performance effectiveness and develop the capabilities of both boards. Additionally, these evaluation results inform the Nomination and Remuneration Committee in making recommendations for the reappointment of 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 should perform a self-assessment of their individual performance, which is then consolidated to evaluate the performance of the Board of Directors as a collective unit. The results of this performance appraisal are submitted to the Board of Commissioners and reported at the General Meeting of Shareholders through the Company's Annual Report. The performance assessment of the Board of Directors, both as a group and individually, is conducted annually

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 the criteria used in evaluating the performance of members of the Board of Directors to the Board of Commissioners.
2. Establishing key performance indicators based on the recommendation criteria provided by the NRC, which are 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 offers recommendations on the criteria used to evaluate the performance of members of the Board of Commissioners to the Board of Commissioners.
2. Determination of key performance indicators are 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

The development of competencies for members of the Board of Directors and the Board of Commissioners is a follow-up to the results of the performance appraisal. In this regard, the Company promotes activities designed to enhance the competence of both boards, which can be achieved through training programs, seminars, webinars, and/or workshops.

Through this continual training program, the Company aims to enhance 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.