

**KEBIJAKAN PENILAIAN KINERJA
DEWAN KOMISARIS DAN DIREKSI**

**THE POLICY ON PERFORMANCE ASSESSMENT OF
THE BOARD OF COMMISSIONERS AND
THE BOARD OF DIRECTORS**



PT SELAMAT SEMPURNA Tbk
MEMBER OF ADR GROUP

Dokumen ini memuat kebijakan PT Selamat Sempurna Tbk ("Perseroan") mengenai pedoman yang dapat digunakan sebagai bentuk akuntabilitas atas penilaian kinerja Dewan Komisaris dan Direksi Perseroan.

This document covers the policy of PT Selamat Sempurna Tbk (the "Company") as guideline that can be used as a form of accountability for performance assessment of the Board of Commissioners and the Board of Directors of the Company.

Daftar Isi	Halaman/ Page	Table of Contents
A. Pengantar	1	A. Introduction
B. Dasar Hukum	2	B. Legal Base
C. Ketentuan Umum	2	C. General Principles
D. Penilaian Kinerja Dewan Komisaris	3	D. Performance Assessment of Board of Commissioners
E. Penilaian Kinerja Direksi	5	E. Performance Assessment of Board of Directors
F. Lainnya	6	F. Others
Lampiran 1	8	Annex 1
Lampiran 2	10	Annex 2

A. Pengantar

Dalam rangka memenuhi rekomendasi Peraturan Otoritas Jasa Keuangan No.21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan Surat Edaran Otoritas Jasa Keuangan No.32/ SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka terkait penilaian serta indikator ACGS, Perseroan (selanjutnya disebut Perseroan) sebagai emiten wajib memiliki kebijakan Kebijakan Penilaian Kinerja Dewan Komisaris dan Direksi Perseroan ("**Kebijakan Penilaian**"), yang merupakan tambahan atas Piagam Dewan Perseroan.

Kebijakan Penilaian ini memungkinkan anggota Dewan Komisaris dan Direksi untuk mengevaluasi kinerja Dewan Komisaris dan Direksi secara kolektif. *Self-assessment* atau penilaian sendiri yang dilakukan oleh masing-masing anggota Direksi dan anggota Dewan Komisaris untuk menilai kinerja Direksi dan Dewan Komisaris secara kolektif, dan bukan menilai kinerja individual masing-masing anggota Direksi dan Dewan Komisaris. Kebijakan Penilaian ini menjadi pedoman yang dapat digunakan sebagai bentuk akuntabilitas atas penilaian kinerja Direksi dan Dewan Komisaris Perseroan.

Dengan adanya *self assessment* dan akuntabilitas, ini diharapkan masing-masing anggota Direksi dan Dewan Komisaris dapat berkontribusi untuk memperbaiki kinerja Direksi dan Dewan Komisaris secara berkesinambungan.

A. Introduction

In accordance to the Financial Services Authority Rule No.21/POJK.04/2015 on the Implementation of Public Companies Corporate Governance Guidelines and the Financial Services Authority Circular Letter No.32/SEOJK.04/2015 on Public Companies Corporate Governance Guidelines on the assessment and ACGS indicators, PT Selamat Sempurna Tbk (hereinafter referred to as the Company) as an issuer is required to have the Policy On Performance Assessment of Board of Commissioners (BoC) and the Board of Directors (BoD) of the Company ("**Assessment Policy**"), which is the supplement of the Board Charter of the Company.

This Assessment Policy shall enable each member of the BoC and the BoD to evaluate the performance of BoC and the BoD collectively. Self-assessment performed by each member of the BoD and the BoC is done to gauge the performance of the BoD and BoC collectively, and not to assess the individual performance of each member of the BoD and the BoC. This Assessment Policy becomes guideline that can be used as a form of accountability for performance assessment of the BoD and the BoC of the Company.

With self-assessment and accountability, it is expected that each member of the BoD and BoC may contribute to improve the performance of the BoD and the BoC going forward.

B. Dasar Hukum

1. Undang-Undang No. 8 Tahun 1995 tentang Pasar Modal.
2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas.
3. Undang-Undang No. 21 Tahun 2011 tentang Otoritas Jasa Keuangan.
4. Peraturan Pemerintah No.45 Tahun 1995 tentang Penyelenggaraan Kegiatan di Bidang Pasar Modal sebagaimana telah diubah dengan Peraturan Pemerintah No.12 Tahun 2004 tentang Perubahan atas Peraturan Pemerintah No.45 Tahun 1995 tentang Penyelenggaraan Kegiatan di Bidang Pasar Modal, yang selanjutnya diatur kembali melalui Peraturan Otoritas Jasa Keuangan No.3/POJK.04/2021 tentang Penyelenggaraan Kegiatan di Bidang Pasar Modal.
5. Peraturan Otoritas Jasa Keuangan No.21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka.
6. Surat Edaran Otoritas Jasa Keuangan No.32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka terkait penilaian

C. Ketentuan Umum

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 Perseroan.
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

B. Legal Base

1. Law No.8 of 1995 concerning the Capital Market.
2. Law No. 40 of 2007 concerning Limited Liability Companies.
3. Law No. 21 of 2011 concerning the Financial Services Authority.
4. Government Regulation No.45 of 1995 concerning the Implementation of Activities in the Capital Market Sector as amended by Government Regulation No.12 of 2004 concerning Amendments to Government Regulation No.45 of 1995 concerning the Implementation of Activities in the Capital Market Sector, which was further regulated through the Financial Services Authority Regulation No.3/POJK.04/2021 concerning the Implementation of Activities in the Capital Market Sector.
5. The Financial Services Authority Rule No.21/POJK.04/2015 on the Implementation of Public Companies Corporate Governance Guidelines;
6. The Financial Services Authority Circular Letter No.32/SEOJK.04/2015 on Public Companies Corporate Governance Guidelines on the assessment

C. General Principles

1. 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.
2. The results of performance assessment of the BoC and BoD become a consideration to enhance the effectiveness of the BoC and BoD.
3. The result of the performance assessment of a member of the BoC or BoD is one of

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.

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.

D. Penilaian Kinerja Dewan Komisaris

Penilaian Kinerja dilakukan secara *self assessment* setiap tahun untuk menilai kinerja Dewan Komisaris secara kolegal. Anggota Dewan Komisaris melakukan penilaian melalui Self Assessment. Hasil penilaian (*self assessment*) masing-masing anggota Dewan Komisaris dikonsolidasi untuk dilakukan review oleh Dewan Komisaris guna menetapkan efektivitas dari dewan dan area-area yang perlu dilakukan perbaikan. Dewan Komisaris menyusun rencana tindak lanjut perbaikan dan Komisaris Utama memastikan pelaksanaan rencana tindak lanjut perbaikan.

Prosedur dan tata cara penilaian kinerja Dewan Komisaris meliputi:

- a. Metode dan Sarana Penilaian
Penilaian dilakukan dengan metode penilaian sendiri (*self-assessment*) yang dilakukan oleh Dewan Komisaris untuk mendukung penilaian pelaksanaan kinerja Dewan Komisaris dengan menggunakan Formulir *Self-Assessment*.
- b. Waktu Pelaksanaan
Dewan Komisaris wajib melakukan penilaian sendiri (*self assessment*) minimal 1 (satu) kali dalam 1 (satu) tahun.
- c. Kriteria atau Tolak ukur
Penilaian kinerja Dewan Komisaris dilakukan dengan mempertimbangkan beberapa komponen antara lain struktur dan komposisi Dewan Komisaris,

D. Performance Assessment of Board of Commissioners

Performance Assessment is conducted annually to assess the performance of the Board of Commissioners (BoC) collegially. The BoC members assess the board via self assessment. Results of the self assessments are consolidated to be reviewed by the BoC in order to determine the board effectiveness and the areas for improvements. The BoC prepares the corrective actions and the President Commissioner ensures that such corrective action has been implemented.

Performance Assessment and Implementation Procedures of the BoC, includes:

- a. Assessment Method and Instrument
Assessment is conducted by employing a self-assessment method performed by the BoC guided by the self-assessment form.
- b. Timeline
The BoC' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.
- c. Criteria or Benchmark
Performance Assessment of the BoC is conducted by considering several components, which include structure and composition of the BoC,

pelaksanaan strategi dan pengelolaan perusahaan, efektivitas pelaksanaan program kerja komite, penerapan manajemen risiko dan pengendalian internal serta penerapan *Good Corporate Governance*;

- 1) Pencapaian program kerja Dewan Komisaris.
- 2) Tingkat kehadiran dalam Rapat Dewan Komisaris.
- 3) Signifikansi rekomendasi yang disampaikan kepada Direksi dan manajemen terkait:
 - a) Strategi dan rencana penting Perseroan;
 - b) Integritas laporan keuangan Perseroan;
 - c) Sistem pengendalian internal dan manajemen risiko; dan
 - d) Tata kelola perusahaan yang baik dan aspek keberlanjutan.

d. Pihak yang Melakukan Penilaian dan Evaluasi

Pihak yang melakukan penilaian terhadap kinerja Dewan Komisaris adalah Dewan Komisaris itu sendiri, melalui *self-assessment*, yang kemudian hasilnya dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi Perseroan.

Penilaian kinerja Dewan Komisaris yang difasilitasi oleh pihak eksternal dapat dilakukan secara berkala, bilamana diperlukan. Fasilitator eksternal yang ditunjuk memberikan perspektif atas kinerja Dewan Komisaris dan pandangan terhadap kinerja dewan lainnya. Pihak eksternal yang ditunjuk akan memberikan *feedback*/hasil evaluasi kinerja Dewan Komisaris.

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;

- 1) Board of Commissioners' work program achievement.
- 2) Attendance in Board of Commissioners' Meetings.
- 3) The significance of recommendations given to the Board of Directors and the management, in regards to:
 - a) The Company's strategy plans;
 - b) The integrity of the Company's financial report;
 - c) Internal control system and risk management; and
 - d) Good corporate governance and sustainability aspect.

d. Assessors and Evaluator

The BoC, through self-assessment, conducts the assessment of the BoC performance. The outcome will then be evaluated by the BoC in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

The performance assessment of the BoC facilitated by external parties can be carried out periodically, if needed. 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 BoC.

- e. Alur Proses Penilaian
- 1) Masing-masing anggota Dewan Komisaris mengisi Formulir Self Assessment;
 - 2) Hasil self assessment Dewan Komisaris dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi Perseroan;
 - 3) Hasil Evaluasi.

- e. Assessment process flow
- 1) Each BoC member fill the Self-Assessment Form;
 - 2) The self-assessment result of the BoC will be evaluated by the BoC through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company;
 - 3) Evaluation Results.

E. Penilaian Kinerja Direksi

Seluruh anggota Direksi memiliki target kinerja sesuai dengan tugas dan tanggung jawab masing-masing anggota Direksi.

Prosedur dan tata cara penilaian kinerja Direksi meliputi:

- a. Metode dan Sarana Penilaian
Self assessment dilakukan oleh Direksi dengan menggunakan Formulir *Self Assessment*.
- b. Waktu Pelaksanaan
Direksi wajib melakukan penilaian sendiri (*self assessment*) minimal 1 (satu) kali dalam 1 (satu) tahun.
- c. Kriteria atau Tolok Ukur
 - 1) Pelaksanaan tugas Direksi sesuai dengan mekanisme kerja, yang meliputi rapat dan pelaporan.
 - 2) Implementasi tata kelola perusahaan yang baik dan aspek keberlanjutan.
 - 3) Keselarasan antara kinerja usaha Perseroan dengan strategi usaha yang dicanangkan, serta kinerja finansial dan manajemen risiko.

E. Performance Assessment of Board of Directors

All members of the Board of Directors (BoD) has performance goals individual based on the duties and responsibilities of members of the BoD.

Performance Assessment Implementation Procedures of the BoD, includes:

- a. Assessment Method and Instrument
Assessment is conducted by employing the self-assessment method performed by the members of the BoD guided by the self-assessment form.
- b. Timeline
The BoD' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.
- c. Criteria or Benchmark
 - 1) The execution of the BoD' duties in accordance with the work procedure, which includes meetings and reporting.
 - 2) The implementation of good corporate governance and sustainability aspect.
 - 3) The alignment between the Company's operations and business strategies, as well as financial performance and risk management.

d. Pihak yang Melakukan Penilaian
Pihak yang melakukan penilaian terhadap kinerja Direksi adalah Direksi itu sendiri, melalui *self-assessment*, yang kemudian hasilnya dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi Perseroan.

e. Alur Proses Penilaian
1) Masing-masing anggota Direksi mengisi Formulir *Self Assessment*;
2) Hasil self assessment Direksi dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi Perseroan;

3) Hasil Evaluasi.

f. Komponen Penilaian Direksi
Setiap anggota Direksi mengisi Formulir Penilaian secara mandiri yang nantinya akan dievaluasi oleh Dewan Komisaris melalui rapat berdasarkan rekomendasi dari Komite Nominasi dan Remunerasi Perseroan.

d. Assessors

The BoD itself, through self assessment, is the party conducting the assessment of the BoD. The outcome will then be evaluated by BoC in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

e. Assessment process flow

1) Each BoD member fill the Self-Assessment Form.

2) The self-assessment result of the BoD will be evaluated by the BoC through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company.

3) Evaluation Results.

f. Board of Directors Component Assessment
Each member of the BoD fills out a Self-Assessment Form in which will be later be evaluated by BoC through a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

F. Lainnya

1. Kebijakan ini disusun dengan penuh itikad baik untuk mewujudkan tata kelola perusahaan yang baik;
2. Kebijakan ini akan ditinjau secara berkala untuk relevansi dan efektivitasnya dalam mencapai tujuan bisnis Perseroan dan Entitas Anaknya Perseroan tanpa menghilangkan esensi tata kelola perusahaan yang baik;
3. Untuk memastikan implementasi Kebijakan ini, kami melakukan pemantauan dan evaluasi secara berkala terhadap progresnya;

F. Others

1. This policy is prepared with in good faith in order to implement the good corporate governance;
2. This Policy will be reviewed on a regular basis for relevance and its effectiveness to achieve business objectives of Company and its Subsidiaries without eliminating the essence of the good corporate governance;
3. To ensure the implementation of this Policy, we conduct regular monitoring and evaluation of its progress;

4. Kebijakan ini dibuat dalam Bahasa Indonesia serta Bahasa Inggris dan jika terdapat perbedaan penafsiran, maka yang akan berlaku adalah Bahasa Indonesia.

4. This Policy has been made in Bahasa Indonesia version together with English version and if there is any contravene interpretation, then Bahasa Indonesia shall be prevailing.

FORMULIR SELF-ASSESSMENT - KINERJA DEWAN KOMISARIS
SELF-ASSESSMENT FORM ON THE PERFORMANCE OF THE BOARD OF COMMISSIONERS

Penilaian kinerja oleh Dewan Komisaris pada setiap tahun buku akan dilakukan dengan mengacu kepada aspek-aspek berikut ini:

The self-assessment by the Board of Commissioners of the Company shall be based on the following aspects:

No	Assessment Aspects / Aspek Penilaian	Achievement / Pencapaian (%)
1	Mengawasi pengurusan Perusahaan yang dilaksanakan oleh Direksi. Supervise the management of the Company performed by the Board of Directors.	
2	Meninjau, memeriksa, dan menyetujui rencana kerja tahunan Perusahaan. Review, examine, and approve the annual work plan of the Company.	
3	Melakukan tugas khusus yang diberikan kepadanya sesuai dengan Anggaran Dasar, hukum dan peraturan perundang-undangan yang berlaku dan/atau keputusan Rapat Umum Pemegang Saham. Perform special duties assigned to him/her pursuant to the Articles of Association, the prevailing laws and regulations and/or the resolutions of the General Meeting of Shareholders.	
4	Melakukan tugas dan tanggung jawabnya sesuai dengan ketentuan-ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham. Perform his/her duties and responsibilities pursuant to the provisions of the Articles of Association and the resolutions of the General Meeting of Shareholders.	

No	Assessment Aspects / Aspek Penilaian	Achievement / Pencapaian (%)
5	<p>Mematuhi Anggaran Dasar serta hukum dan peraturan perundang-undangan yang berlaku dan wajib melaksanakan tugasnya sesuai dengan prinsip-prinsip profesionalisme, efisiensi, transparansi, independensi, akuntabilitas, pertanggungjawaban dan kewajaran, antara lain melaksanakan Rapat Dewan Komisaris sesuai dengan ketentuan yang berlaku.</p> <p>Comply with the Articles of Association and the prevailing laws and regulations and be obliged to perform duties based on principles of professionalism, efficiency, transparency, independency, accountability, responsibility and fairness ie. to convey the meeting of the Board of Commissioners in accordance with the applicable regulations.</p>	

Catatan/Note:

Kurang Baik/Poor (0 – 40%)

Baik/Good (41 – 70%)

Sangat Baik/Excellent (71 – 100%)

FORMULIR PENILAIAN KINERJA DIREKSI
ASSESSMENT FORM ON THE PERFORMANCE OF THE BOARD OF DIRECTORS

Penilaian kinerja oleh Direksi pada setiap tahun buku akan dilakukan dengan mengacu kepada aspek-aspek berikut ini: The self-assessment by the Board of Directors of the Company shall be based on the following aspects:

No	Assessment Aspects / Aspek Penilaian	Achievement / Pencapaian (%)
1	<p>Memimpin, mengelola, dan mengendalikan Perusahaan sesuai dengan tujuan Perusahaan.</p> <p>Lead, manage, and control the Company in accordance with the purpose of the Company.</p>	
2	<p>Melakukan upaya untuk meningkatkan efisiensi dan efektivitas Perusahaan.</p> <p>Make effort to increase the efficiency and effectiveness of the Company.</p>	
3	<p>Mengendalikan, memelihara dan mengelola aset Perusahaan.</p> <p>Control, maintain and manage the assets of the Company.</p>	
4	<p>Menyusun rencana kerja tahunan yang memuat anggaran tahunan Perusahaan dan menyampaikan rencana tersebut kepada Dewan Komisaris untuk mendapatkan persetujuan sebelum awal tahun buku berikutnya.</p> <p>Draw up an annual work plan containing the annual budget of the Company and submit the plan to the Board of Commissioners to obtain approval before the beginning of the following fiscal year.</p>	
5	<p>Melakukan tugas dan tanggung jawabnya sesuai dengan ketentuan-ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham.</p> <p>Perform his/her duties and responsibilities pursuant to the provisions of the Articles of Association and the resolutions of the General Meeting of Shareholders.</p>	

No	Assessment Aspects / Aspek Penilaian	Achievement / Pencapaian (%)
6	<p>Mematuhi Anggaran Dasar serta hukum dan peraturan perundang-undangan yang berlaku dan wajib melaksanakan tugasnya sesuai dengan prinsip-prinsip profesionalisme, efisiensi, transparansi, independensi, akuntabilitas, pertanggungjawaban dan kewajaran, antara lain melaksanakan Rapat Direksi sesuai dengan ketentuan yang berlaku.</p> <p>Comply with the Articles of Association and the prevailing laws and regulations, and be obliged to perform duties based on principles of professionalism, efficiency, transparency, independency, accountability, responsibility and fairness ie. to convey the meeting of the Board of Directors in accordance with the applicable regulations.</p>	

Catatan/Note:

Kurang Baik/Poor (0 – 40%)

Baik/Good (41 – 70%)

Sangat Baik/Excellent (71 – 100%)