

**PERFORMANCE ASSESSMENT POLICY OF  
THE BOARD OF COMMISSIONERS AND  
THE BOARD OF DIRECTORS  
PT Elang Mahkota Teknologi Tbk  
("Company")**

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, The Company has its own self-assessment policy for the Board of Directors and Board of Commissioners usage in relation to the Performance Assessment of the Board of Directors and Board of Commissioners, as prove of accountability in the application of duties and responsibilities of the Board of Directors and the Board of Commissioners.

**1. Performance Assessment of Board of Commissioners**

Performance Assessment Implementation Procedures of the Board of Commissioners, includes:

- a. **Assessment Method and Instrument**  
Assessment is conducted by employing a self-assessment method performed by the Board of Commissioners guided by the self-assessment form.
- b. **Timeline**  
The Board of Commissioners' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.
- c. **Criteria or Benchmark**
  - 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 Board of Commissioners, through self-assessment, conducts the assessment of the Board of Commissioners performance. The outcome will then be evaluated by the Board of Commissioners in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.
- e. **Assessment process flow**
  - 1) Each Board of Commissioners member fill the Self-Assessment Form;
  - 2) The self-assessment result of the Board of Commissioners will be evaluated by the Board of Commissioners through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company;
  - 3) Evaluation Results.

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**2. Performance Assessment of Board of Directors**

Performance Assessment Implementation Procedures of the Board of Directors, includes:

- a. **Assessment Method and Instrument**  
Assessment is conducted by employing the self-assessment method performed by the members of the Board of Directors guided by the self-assessment form. The form is issued in accordance to the duties and responsibilities of Board of Directors as stated in the Company's decrees.
- b. **Timeline**  
The Board of Directors' Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.
- c. **Criteria or Benchmark**
  - 1) The execution of the Board of Directors' 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. **Assessors**  
The Board of Directors itself, through self assessment, is the party conducting the assessment of the Board of Directors. The outcome will then be evaluated by Board of Commissioners in a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.
- e. **Assessment process flow**
  - 1) Each Board of Directors member fill the Self-Assessment Form.
  - 2) The self-assessment result of the Board of Directors will be evaluated by the Board of Commissioners 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 Board of Directors fills out a Self-Assessment Form in which will be later be evaluated by Board of Commissioners through a meeting based on recommendations from the Nomination and Remuneration Committee of the Company.

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**3. Performance Assessment of President Director**

Performance Assessment Implementation Procedures of the President Director, includes:

- a. **Assessment Method and Instrument**  
Assessment is conducted by the President Director guided by the Self-Assessment Form. In which was accordance with the duties and responsibilities of the President Director as stated in the Company's decrees.
- b. **Timeline**  
The President Director Self-Assessment is mandatory for a minimum of 1 (one) time in 1 (one) year.
- c. **Criteria or Benchmark**
  - 1) The execution of the President Director' 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. **Assessors**  
The party evaluating the performance of the President Director is the President Director, through a self assessment method, which is then evaluated by the Board of Commissioners through a meeting based on the recommendations of Nomination and Remuneration Committee of the Company.
- e. **Assessment process flow**
  - 1) The President Director fill the Self-Assessment Form;
  - 2) The self-assessment result of the President Director will be evaluated by the Board of Commissioners through meetings based on the recommendation from the Nomination and Remuneration Committee of the Company.
  - 3) Evaluation Results.
- f. **The President Directors Assessment Component**  
With regards to assisting President Director's individual self-assessment, the Company sets and compiles the assessment component of President Director's individual self-assessment in accordance with the duties and responsibilities of the President Director which include the financial, business process, with learning and development components of the Company.