

**THE POLICY ON PERFORMANCE ASSESSMENT OF
THE BOARD OF COMMISSIONERS AND
THE BOARD OF DIRECTORS OF
PT GRAHA LAYAR PRIMA TBK**

**KEBIJAKAN PENILAIAN KINERJA
DEWAN KOMISARIS DAN DIREKSI
PT GRAHA LAYAR PRIMA TBK**

A. INTRODUCTION

Following the requirement of Good Corporate Governance (“**GCG**”) as stipulated in Financial Services Authority Regulation No. 21/POJK.04/2015 concerning the Implementation of the Good Corporate Governance Guidelines of the Public Company (“**POJK No. 21**”), which is further stipulated in Circular Letter of Financial Services Authority No.32/SEOJK.04/2015 concerning the Corporate Governance Guidelines for the Public Company, PT Graha Layar Prima, Tbk. (the “**Company**”) has prepared the Policy On Performance Assessment of Board of Commissioners and the Board of Directors 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 Board of Commissioners and the Board of Directors to evaluate the performance of Board of Commissioners and the Board of Directors collectively. Self-assessment performed by each member of the Board of Directors and the Board of Commissioners is done to gauge the performance of the Board of Directors and Board of Commissioners collectively, and not to assess the individual performance of each member of the Board of Directors and the Board of Commissioners. This Assessment Policy becomes guideline that can be used as a form of accountability for performance assessment of the Board of Directors and the Board of Commissioners of the Company.

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

A. PENDAHULUAN

Dalam rangka penerapan tata kelola perusahaan yang baik sebagaimana disyaratkan melalui Peraturan Otoritas Jasa Keuangan No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Publik (“**POJK No. 21**”), dimana lebih lanjut diatur dalam Surat Edaran Otoritas Jasa Keuangan No.32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka, PT Graha Layar Prima, Tbk. (“**Perseroan**”) telah menyusun 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.

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

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

B. ASSESSMENT OF BOARD OF COMMISSIONERS **B. PENILAIAN ATAS DEWAN KOMISARIS**

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

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.

Catatan/ Note:

Kurang Baik/ *Poor* (0 – 30%)

Baik/ *Good* (31 – 70%)

Sangat Baik/ *Excellent* (71 – 100%)

C. ASSESSMENT OF BOARD OF DIRECTORS

C. PENILAIAN ATAS DIREKSI

No.	Governance Aspects/ Aspek Penilaian	Achievement/ Pencapaian (%)
1.	Memimpin, mengelola, dan mengendalikan Perseroan sesuai dengan tujuan Perseroan <i>Lead, manage, and control the Company in accordance with the purpose of the Company</i>	
2.	Melakukan upaya untuk meningkatkan efisiensi dan efektivitas Perseroan <i>Make effort to increase the efficiency and effectiveness of the Company</i>	
3.	Mengendalikan, memelihara dan mengelola aset Perseroan <i>Control, maintain and manage the assets of the Company</i>	
4.	Menyusun rencana kerja tahunan yang memuat anggaran tahunan Perseroan dan menyampaikan rencana tersebut kepada Dewan Komisaris untuk mendapatkan persetujuan sebelum awal tahun buku berikutnya <i>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</i>	
5.	Melakukan tugas dan tanggung jawabnya sesuai dengan ketentuan-ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham <i>Perform his/her duties and responsibilities pursuant to the provisions of the Articles of Association and the resolutions of the General Meeting of Shareholders</i>	
6.	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.

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.

Catatan/ Note:

Kurang Baik/ *Poor* (0 – 30%)

Baik/ *Good* (31 – 70%)

Sangat Baik/ *Excellent* (71 – 100%)

The self-assessment on the performance of the Board of Directors and the Board of Commissioners of the Company for every financial year will be reported in detail in the Annual Report of the Company.

Penilaian sendiri atas kinerja Direksi dan Dewan Komisaris pada setiap tahun buku akan disampaikan secara rinci dan jelas dalam Laporan Tahunan Perseroan.