

In fulfilling the obligation to implement Good Corporate Governance principles in every business activity of the Bank and adhering to Sharia Governance principles, PT BCA Syariah formulates policies to conduct performance assessments of the Board of Commissioners (BOC), Sharia Supervisory Board (DPS), and Board of Directors (BOD) as an evaluation of their duties and responsibilities, to support, advance, and ensure the continuity of the Company's operations

Objective

The performance assessment of the Board of Commissioners (BOC), Sharia Supervisory Board (DPS), and Board of Directors (BOD) serves as a form of accountability in carrying out their duties and responsibilities.

The Company is responsible for always prioritizing objectivity and independence in every step. Through these performance assessments, it is expected to serve as parameters for the Board of Commissioners (BOC), Sharia Supervisory Board (DPS), and Board of Directors (BOD) in formulating future policies.

Performance Assessment of the Board of Commissioners, Sharia Supervisory Board, and Board of Directors

The performance assessment of the Board of Commissioners, Sharia Supervisory Board, and Board of Directors is conducted through self-assessment methods.

The self-assessment policy is one form of accountability for the Board of Commissioners (BOC), Sharia Supervisory Board (DPS), and Board of Directors in executing their duties and responsibilities.

The performance assessment of the Board of Commissioners, Sharia Supervisory Board, and Board of Directors is carried out annually and includes:

- Collective performance assessment of the Board of Commissioners, Sharia Supervisory Board, and Board of Directors
- Individual performance assessment of each member of the Board of Commissioners and Board of Directors
- Individual performance assessment of each member of the Sharia Supervisory Board
- Performance assessment of the President Director

1. Implementation Procedures for the Board of Commissioners' Performance

Assessment at BCA Syariah include:

a. Methods and Instruments of Evaluation

Assessment is conducted using self-assessment methods, carried out by members of the Board of Commissioners utilizing the Self-Assessment Form.

b. Timing of Implementation

The Board of Commissioners is required to conduct collective and individual self-assessments at least once per year.

c. Criteria and Benchmarks

The criteria used to assess the Board of Commissioners individually and collectively include:

- Oversight and advisory to the Board of Directors regarding:

- Strategic and significant plans of BCA Sharia
 - Integrity of BCA Sharia's financial reports
 - Internal control systems and risk management; and
 - Good Corporate Governance
- Approval of the Board of Directors' decisions as stipulated in the Articles of Association of BCA Sharia or regulatory provisions. The Board of Commissioners' annual work results are reported annually, encompassing their supervisory and advisory functions to the Board of Directors, strategy evaluation, implementation of governance, internal control, and risk management.

d. Assessor

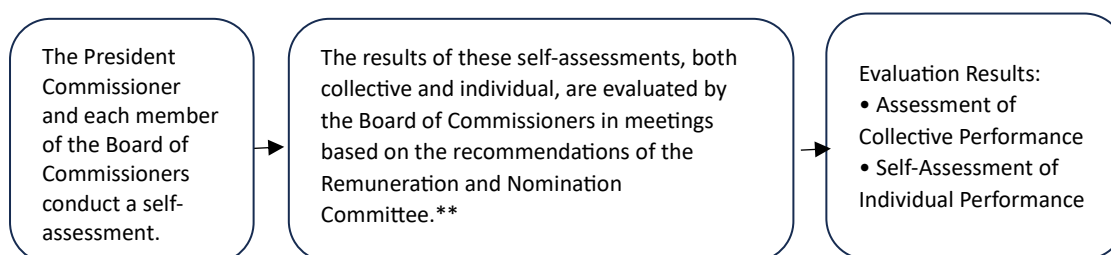
Performance evaluations of the Board of Commissioners collectively and individually are conducted through the following mechanisms:

- Performance evaluation of Board of Commissioners members collectively:
The Board of Commissioners collectively conducts self-assessments, and the results are subsequently evaluated at the Board of Commissioners' meeting based on recommendations from the Remuneration and Nomination Committee (RNC).
- Performance evaluation of Board of Commissioners members individually:

Each member of the Board of Commissioners conducts self-assessments, and the results are evaluated at the Board of Commissioners' meeting based on recommendations from the Remuneration and Nomination Committee (RNC).

Process Flow of Board of Commissioners' Performance Evaluation

Below is the process flow of the Board of Commissioners' performance evaluation



2. Procedure for Sharia Supervisory Board Performance Assessment

The Implementation Procedures for Sharia Supervisory Board Performance Assessment at BCA Syariah include:

a. Methods and Instruments of Evaluation

Assessment is conducted using self-assessment methods utilizing the Self-Assessment Form.

b. Timing of Implementation

The Sharia Supervisory Board is required to conduct collective and individual self-assessments at least once per year.

c. Criteria and Benchmarks

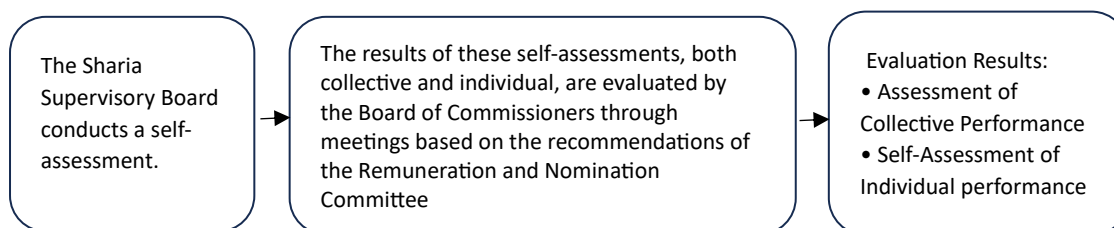
Criteria used for assessing the Sharia Supervisory Board individually refer to the scope of duties and responsibilities of the Sharia Supervisory Board in accordance with GCG principles, which involve overseeing the Bank's interests in policies and management by the Board of Directors. The Sharia Supervisory Board is responsible for this oversight and provides Sharia advice and opinions to the Board of Directors to ensure compliance with Sharia principles.

d. Assessor

- Performance evaluation of Sharia Supervisory Board members collectively
- The Sharia Supervisory Board collectively conducts self-assessments, and the results are subsequently evaluated at the Sharia Supervisory Board's meeting based on recommendations from the Remuneration and Nomination Committee (RNC).
- Performance evaluation of Sharia Supervisory Board members individually:
Each member of the Sharia Supervisory Board conducts self-assessments, and the results are evaluated at the Sharia Supervisory Board's meeting based on recommendations from the Remuneration and Nomination Committee (RNC).

Process Flow of Sharia Supervisory Board's Performance Evaluation

Below is the process flow of the Sharia Supervisory Board's performance evaluation



3. Procedures for Conducting the Board of Directors' Performance Assessment

The implementation procedures for Board of Directors' Performance Evaluation at BCA Syariah include:

a. Methods and Instruments of Evaluation

The evaluation is conducted through self-assessment, performed by Board members using the Self-Assessment Form.

b. Timing of Implementation

The Board of Directors are required to conduct collective and individual self-assessments at least once per year.

c. Criteria and Benchmarks

The criteria used to assess Directors individually and collectively refer to the Bank's approved Business Plan by the Board of Commissioners. Performance indicators for each Director are established using the Balanced Scorecard approach, which includes financial, customer, internal business processes, and learning and growth perspectives.

These strategic objectives are then translated into Key Performance Indicators (KPIs) according to the responsibilities of each Director, considering both collective and individual responsibilities, both financial and non-financial. The agreed-upon KPIs are subsequently approved jointly with the Board of Directors.

d. Assessor

Performance evaluations for both collective and individual Directors are conducted through the following mechanisms:

- Collective Performance Evaluation of the Board of Directors:

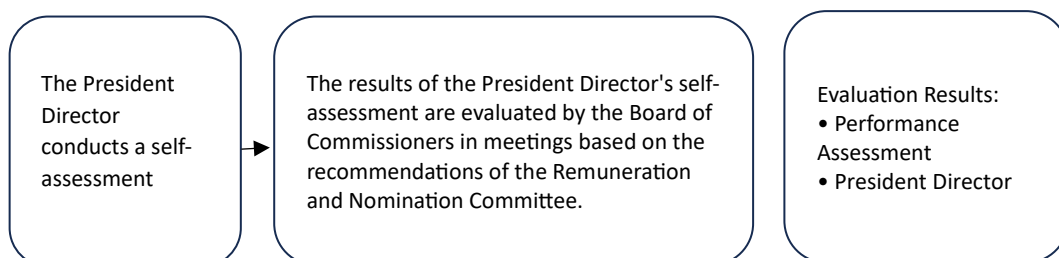
The Directors collectively conduct self-assessment, and the evaluation results are then reviewed in the Board of Commissioners' Meeting based on recommendations from the Remuneration and Nomination Committee (KRN).

- Individual Performance Evaluation of each member:

Each Director conducts individual self-assessment, and the evaluation results are then reviewed in the Board of Commissioners' Meeting based on recommendations from the Remuneration and Nomination Committee (KRN).

Process Flow of Board of Directors Performance Evaluation

The following outlines the process flow for evaluating the performance of the Board of Directors:



4. Procedures for conducting President Director Performance Evaluation

Procedures for the Implementation of President Director Performance Evaluation at BCA Syariah include:

a. Evaluation Methods and Instrument

The evaluation is conducted through self-assessment, performed by the President Director using the Self-Assessment Form.

b. Timing of Evaluation

The President Director is required to conduct both collective and individual self-assessments at least once per year.

c. Criteria and Benchmarks

The criteria used for individual assessment of the President Director refer to the Bank's approved Business Plan. BCA Syariah has structured the assessment components in accordance with the President Director's duties and responsibilities, encompassing financial components, customer aspects, internal business processes, as well as learning and growth.

d. Assessor

The President Director performs self-assessment, and the results are subsequently evaluated in the Board of Commissioners' Meeting based on recommendations from the Remuneration and Nomination Committee (RNC).

Process Flow of President Director Performance Evaluation:

The following outlines the process flow for evaluating the performance of the President

Directors:

