

## CORPORATE GOVERNANCE

- c. Propose indicators and performance evaluations (Key Performance Indicators) for the Board of Commissioners.
- d. Prepare proposal for individual performance evaluation systems (Individual Key Performance Indicators) for members of the Board of Directors.
- e. Develop and monitor the implementation of Performance Achievement Indicators (KPI) both Collegial KPI and Directors' Individual KPI.
- f. Deliver the progress of the realization of the Performance Achievement Indicators (KPI) to the Shareholder/Minister in accordance with the provisions of the legislation.
- g. Evaluating the remuneration policy for employees who require approval/response from the Board of Commissioners/Supervisory Board.
- h. Develop competency development programs for Committee members and/or members of the Board of Commissioners.

In Letter of Minister of SOE number S.675/MBU/10/2018 dated October 18, 2018, regarding approval of proposals, limits and/or criteria for the authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk,

there is a division of authority for the nomination of the Company's representatives in management of the Company's Subsidiaries, then:

**The authority of Series A Dwiwarna Shareholder**, is for:

- a. President Director and President Commissioner of the Company's subsidiaries.
- b. Company management (Directors and Commissioners), with total assets  $\geq$  50% of total parent assets and/or subsidiary revenue  $\geq$  50% of parent revenue.

**1. The authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk**, is for the Director (other than the President Director) and the Board of Commissioners (other than the President Commissioner) in the Company's subsidiary with a total asset  $\leq$  50% of the total assets of the parent Company, and/or a subsidiary with revenue  $\leq$  50% of the parent Company's total revenue.

As a follow-up to the Letter of the Minister of SOE No. S. 675/MBU/10/2018, dated October 18, 2018, KNR Telkom in 2023 will conduct a Feasibility and Compliance Test 19 times for 19 management positions (target positions) with 57 candidates in 3 Subsidiaries.

## KNR'S COMPOSITION

Financial Service Authority Regulation No. 34/POJK.04/2015 regarding the Committee for Nomination and Remuneration of Issuers or Public Companies stipulates that the number of KNR members is at least 3 people, with one Independent Commissioner who doubles as a member and Chair of the KNR and the other 2 members can come from members of the Board of Commissioners, parties from outside the Company, as well as management under the Board of Directors referring to these provisions, and Regulation of the Minister of SOE No. PER-2/MBU/03/2023 regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and No. PER-3/MBU/03/2023 dated March 20, 2023, regarding Organs and Human Resources of State-Owned Enterprises Country, which determines the composition of KNR Telkom members as follows.

### Committee for Nomination and Remuneration's Composition as of December 31, 2023

Position	Name and Double Position Status	Basis of Appointment	Terms of Service
Chairman	<b>Wawan Iriawan*</b> Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 8, 2021 - Present
Members	<b>Abdi Negara Nurdin*</b> Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021, updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 8, 2021 - Present
	<b>Arya Mahendra Sinulingga*</b> Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021, updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 8, 2021 - Present

Position	Name and Double Position Status	Basis of Appointment	Terms of Service
	<b>Ismail*</b> Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated December 17, 2019, updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	Mei 29, 2019 - Present
	<b>Marcelino Rumambo Pandin*</b> Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated December 17, 2019, updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	Mei 29, 2019 - Present
	<b>Rizal Mallarangeng*</b> Commissioner	Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 29, 2020 - Present
	<b>Silmy Karim*</b> Commissioner	Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 27, 2023 - Present

Remark:

\* Profile of KNR members from the Board of Commissioners can be seen on Profile of the Board of Commissioners.

On January 19, 2024, Mr. Abdi Negara Nurdin, as the Company's Independent Commissioner, submitted a letter of resignation to the Company, which was responded by the Company via a letter from pgs. President Director No: C.Tel.01/HK 000/TEL-00000000/2024 dated January 24, 2024, regarding Response to Resignation Letter as Independent Commissioner of PT Telkom Indonesia (Persero) Tbk. The Company has also carried out the obligation to report this resignation to the Financial Services Authority via letter No: Tel.03/LP 000/DCI-M0200000/2024 dated January 22, 2024, regarding the Resignation of the Independent Commissioner of PT Telkom Indonesia (Persero) Tbk.

To maintain continuity in the implementation of duties in the Committee for Nomination and Remuneration, the Board of Commissioners has determined a new membership composition for the Company's Committee for Nomination and Remuneration through Resolution

of the Board of Commissioners Number: 05/KEP/DK/2024 dated February 6, 2024, regarding Membership Composition of the Audit Committee of the Company (Persero) PT Telekomunikasi Indonesia Tbk, with the latest composition as follows:

## KNR'S INDEPENDENCE

In carrying out their duties, each KNR member has fulfilled the independence aspect in accordance with the terms and conditions applicable in Financial Services Authority Regulation No. 34/POJK.04/2015 regarding Committees for Nomination and Remuneration of Issuers or Public Companies and Resolution of the Board of Commissioners No. 08/KEP/DK/2023 dated August 2, 2023 regarding Guidelines for the Work Implementation (Charter) of the Committee for Nomination and Remuneration of the Company (Persero) PT Telekomunikasi Indonesia Tbk.