

COMMITTEE FOR NOMINATION AND REMUNERATION

Telkom has a Nomination and Remuneration Committee (KNR) whose task is to assist the Board of Commissioners in supervising the determination of qualifications and the nomination process, as well as the remuneration of the Board of Commissioners, Directors, and executive officers. The formation of KNR refers to Financial Service Authority Regulation No. 34/POJK.04/2015 regarding the Nomination and Remuneration Committee of Issuers or Public Companies and its implementation in the Telkom is in line with the Minister of State-Owned Enterprises Regulation 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. This committee plays a particular role in implementing GCG principles, especially in ensuring that the selection process and remuneration policies can be carried out in accordance with professional and independent considerations without any pressure from other parties. KNR is also responsible for determining remuneration decisions, submitting Top Talent proposals, and nominating Directors and Board of Commissioners of Subsidiaries.

The internal working procedures of KNR are regulated in the Committee for Nomination and Remuneration Guidelines/Charter, which is stipulated in the Resolution of Board of Commissioners No. 08/KEP/DK/2023 dated August 2, 2023. This guideline contains information regarding the working procedures of KNR in assisting the Board of Commissioners in supervising the determination of qualifications and the nomination process, as well as the remuneration of the Board of Commissioners, Board of Directors, and executive officers.

KNR'S SCOPE, DUTIES, AND RESPONSIBILITIES

KNR's scope, duties, and responsibilities are as follows:

1. For Nomination

- a. Conduct regular reviews of the Telkom's Talent Management System as well as monitoring and evaluating its implementation.
- b. Evaluating the talent classification system and procedure carried out by the Board of Directors.
- c. Validate and calibrate talents proposed by the Board of Directors to the Board of Commissioners/Supervisory Board (selected talent) to produce a list of talents that will be nominated by the Board of Commissioners/Supervisory Board (nominated talent) to the GMS/Minister.

- d. Evaluate the candidates for representatives of the Company who will be proposed as members of the Board of Directors or the Board of Commissioners of the Company's Subsidiaries, prior to submission to the GMS/Minister.
- e. Reviewing the proposed organizational structure of the Company one level below the Board of Directors proposed by the Board of Directors, referring to the principles of good corporate governance.
- f. Assist the Board of Commissioners who together with or consult with the Board of Directors in selecting candidates for strategic positions within the Company in accordance with the provisions in the Company's Articles of Association, including the management of Subsidiaries.
- g. Provide recommendations to the Board of Commissioners to be submitted to Series A Dwiwarna Shareholders regarding:
 - i. Proposed composition of position for members of the Telkom's Board of Directors.
 - ii. Candidates for members of the Board of Directors and Commissioners of Subsidiaries comply with the threshold.
 - iii. Candidates for President Director and President Commissioner of all the Company's Subsidiaries.
- h. Develop policies and criteria needed in the nomination process for candidates for members of the Board of Directors including the management of the Company's Subsidiaries.

2. For Remuneration

- a. Provide recommendations to the Board of Commissioners to be submitted to Series A Dwiwarna Shareholders regarding the policy, amount, and/or structure of the remuneration of the Board of Directors and Board of Commissioners and then decide at the GMS taking into account.
 - i. Remuneration applicable in the telecommunications industry;
 - ii. The duties, responsibilities, and authorities of the members of the Board of Directors and/or the Board of Commissioners are related to the achievement of the goals and performance of the Company; and
 - iii. Performance targets for each member of the Board of Directors and Board of Commissioners.
- b. Propose remuneration for the Board of Directors and Board of Commissioners in the form of salary or honorarium, fixed allowances and facilities, as well as variable incentives to the Board of Commissioners at least once in 1 (one) year.

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- 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	Wawan Iriawan* Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 8, 2021 - Present
Members	Abdi Negara Nurdin* 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
	Arya Mahendra Sinulingga* 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
	Ismail* 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
	Marcelino Rumambo Pandin* 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
	Rizal Mallarangeng* 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
	Silmy Karim* 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.

KNR'S PERFORMANCE AND IMPLEMENTATION ACTIVITIES

Until the end of 2023, Committee for Nomination and Remuneration has assisted the implementation of the duties of the Board of Commissioners in producing decisions, through the implementation of a series of activity agendas, namely:

1. Resolution of the Board of Commissioners of the Telkom (Persero) PT Telekomunikasi Indonesia, Tbk No 07/KEP/DK/2023 regarding the Composition of Membership of the Nomination and Remuneration Committee of the Company (Persero) PT Telekomunikasi Indonesia, Tbk.
2. Resolution of the Board of Commissioners No. 02/KEP/DK/2023/RHS regarding Collegial and Individual Key Performance Indicators (KPI) for Directors of Telkom Company (Persero).
3. Resolution of the Board of Commissioners No. 11/KEP/DK/2023/RHS regarding changes to the Collegial Key Performance Indicators (KPI) of the Board of Directors of the Company (Persero) PT Telekomunikasi Indonesia Tbk in 2023.
4. Resolution of the Board of Commissioners No. 13/KEP/DK/2023/RHS regarding changes to the Key Performance Indicators (KPI) for Individual Directors of the Company (Persero) PT Telekomunikasi Indonesia Tbk in 2023.

Committee for Nomination and Remuneration's Composition as of February 6, 2024

Position	Name and Double Position Status	Basis of Appointment	Terms of Service
Chairman	Wawan Iriawan* Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 8, 2021 - Present
Members	Arya Mahendra Sinulingga* 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
	Ismail* 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
	Marcelino Rumambo Pandin* 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
	Rizal Mallarangeng* 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
	Silmy Karim* 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.

KNR'S MEETINGS

Based on Financial Service Authority Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration, Telkom is required to hold a Committee for Nomination and Remuneration Meeting at least once in 4 months. During 2023, KNR has held Committee meetings including circular decisions 59 times.

No.	Date	Meetings Agenda/Discussion						
1.	Friday, January 06, 2023	Update of information and work program plan by the Commissioner of PT Telkom Access						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	-	√	-	N/a
2.	Wednesday, January 11, 2023	Discussion of the achievement of KPI 2022, KPI 2023, and 4 parameters of reporting to the Dekom KPI Board of Directors 2022						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	N/a
3.	Monday, January 16, 2023	Feasibility and Feasibility Test (UKK) President Director of PT Sigma Cipta Caraka (Telkom Sigma)						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	√	√	N/a
4.	Thursday, January 19, 2023	Submission of Collegial KPI proposals for 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	N/a
5.	Friday, January 20, 2023	Delivery of procedures for selecting selected talent and submission of selected talent						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	-	√	√	√	N/a
6.	Tuesday, January 24, 2023	Delivery of procedures for the selection process and delivery of selected talent						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	-	-	√	√	N/a
7.	Wednesday, January 25, 2023	Discussion of transformation updates for the first quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	N/a
8.	Thursday, January 26, 2023	Division of Collegial KPIs in 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	-	-	√	√	N/a
9.	Wednesday, February 08, 2023	Discussion of Individual KPIs of the Board of Directors in 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	-	√	-	√	N/a
10.	Tuesday, February 21, 2023	Due diligence and feasibility (UKK) Director of Finance, Risk, & Human Capital of PT Multimedia Nusantara (Telkom Metra)						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	N/a
11.	Thursday, February 23, 2023	Discussion of streamlining updates for the first quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	-	√	N/a

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No.	Date	Meetings Agenda/Discussion													
12.	Wednesday, March 08 2023	Discussion on the selection of LTI shares purchase for former EBIS Directors													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
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13.	Wednesday, March 08 2023	Due diligence and feasibility (UKK) Commissioner of PT Dayamitra Telekomunikasi (Mitratel)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
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14.	Thursday, March 30 2023	Feasibility and feasibility test (UKK) Director of Operations and Development of PT Dayamitra Telekomunikasi (Mitratel)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	√
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15.	Friday, March 31, 2023	Appropriateness and feasibility test (UKK) Business Director of PT Dayamitra Telekomunikasi (Mitratel)													
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16.	Wednesday, April 05, 2023	Submission of CEO salary survey results by consultant Korn Ferry													
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17.	Wednesday, April 12, 2023	Discussion of transformation updates for the second quarter of 2023													
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18.	Wednesday, April 12, 2023	Discussion of proposed remuneration for 2023 and tantiem for fiscal year 2022													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
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19.	Wednesday, May 03, 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Infrastruktur Telekomunikasi Indonesia													
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20.	Thursday, May 04 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Multimedia Nusantara (Telkom Metra)													
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21.	Monday, May 08 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Sigma Cipta Caraka (Telkom Sigma)													
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22.	Tuesday, May 09 2023	Due diligence and feasibility (UKK) President Commissioner of PT Telekomunikasi Indonesia International													
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23.	Wednesday, May 10 2023	Due diligence and feasibility (UKK) President Commissioner of PT Graha Sarana Duta													
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24.	Thursday, May 11 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Telkom Data Ekosistem													
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25.	Friday, May 12 2023	Due diligence and feasibility (UKK) President Commissioner of PT Metra-Net													
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√	√	√	√	√	√	N/a									
26.	Monday, May 15 2023	Appropriateness and feasibility test (UKK) Commissioner of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
27.	Monday, May 15 2023	Due diligence and feasibility (UKK) Commissioner of PT PINS Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
28.	Wednesday, May 17 2023	Due diligence and feasibility (UKK) Commissioner of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	-	√	√	N/a									
29.	Wednesday, May 17 2023	Feasibility and feasibility test (UKK) Director of Finance and Risk Management of PT Telkom Data Ekosistem													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	-	√	√	N/a									
30.	Friday, May 19 2023	Appropriateness and feasibility test (UKK) President Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
31.	Wednesday, May 24 2023	Due diligence and feasibility (UKK) Commissioner of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	-	√	N/a									
32.	Thursday, May 25 2023	Feasibility and feasibility test (UKK) Director of Operations of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
33.	Thursday, May 25 2023	Appropriateness and feasibility test (UKK) Director of Human Capital and Strategy of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
34.	Friday, May 26 2023	Due Diligence and Feasibility (UKK) Director of Finance and Risk Management of PT Infrastruktur Telekomunikasi Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
35.	Friday, May 26 2023	Feasibility and Feasibility Test (UKK) Construction Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									

CORPORATE GOVERNANCE

No.	Date	Meetings Agenda/Discussion													
36.	Monday, May 29 2023	Due diligence and feasibility (UKK) Business Director of PT Infrastruktur Telekomunikasi Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	√	N/a									
37.	Monday, May 29 2023	Appropriateness and feasibility test (UKK) Operation Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
38.	Monday, June 26 2023	LTI implementation monitoring 2022-2024													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
39.	Monday, July 10 2023	Appropriateness and feasibility test (UKK) Director of Technology PT Telekomunikasi Indonesia International													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	√									
40.	Thursday, July 20, 2023	Information update by Director of Finance and Risk Management of PT Telkom Access and Commissioner of PT Sigma Cipta Caraka													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	-	√									
41.	Tuesday, July 25, 2023	Discussion of transformation updates for the third quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	√									
42.	Friday, August 11 2023	Discussion of proposed KPI Changes to Collegial Directors 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	√	-	√	√									
43.	Tuesday, August 22 2023	Further discussion of proposed KPI Changes to the Collegial Board of Directors 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	√									
44.	Tuesday, August 22 2023	Discussion of streamlining updates for the third quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	-	√									
45.	Wednesday, August 23 2023	Due diligence and feasibility (UKK) Commissioner of PT Graha Sarana Duta													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	-									
46.	Thursday, August 24 2023	Appropriateness and feasibility test (UKK) Director of Finance and Risk Management of PT Sigma Cipta Caraka													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	-	√									

No.	Date	Meetings Agenda/Discussion						
47.	Friday, September 01 2023	Appropriateness and feasibility test (UKK) Director of Finance and Risk Management of PT Sigma Cipta Caraka						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√
48.	Friday, September 15 2023	Discussion of performance targets and LTI Grand 2						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
49.	Wednesday, September 20 2023	Further discussion of performance targets and LTI Grand 2						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	-	√	√
50.	Friday, October 06 2023	Discussion of proposals/recommendations for candidates for Commissioner of PT Telkom Access						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
51.	Friday, October 06 2023	Discussion of proposals/recommendations for President Commissioner candidates of PT Dayamitra Telekomunikasi Tbk						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
52.	Wednesday, October 11 2023	Discussion of Individual KPIs of the Board of Directors 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√
53.	Monday, October 30 2023	Further discussion of the 2023 Board of Directors' Individual KPI						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	-
54.	Tuesday, October 31, 2023	Discussion of transformation updates for the fourth quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	-	√	-	-
55.	Monday, 13 November 2023	2024 tantiem budget consultation						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
56.	Thursday, November 23, 2023	Discussion of streamlining updates for the fourth quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	√	-	√
57.	Monday, 11 December 2023	Discussion of KPI KNR 2023 and proposed KPI KNR 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√

Remark:

WI Wawan Iriawan
ANN Abdi Negara Nurdin
AMS Arya Mahendra Sinulingga
IS Ismail

MRP Marcelino Rumambo Pandin
RM Rizal Malarangeng
SK Silmy Karim (appointed at June 27, 2023)

Committee for Nomination and Remuneration's Meeting Attendance in 2023

No.	Name	Total of Meetings	Total of Attendance	Percentage of Attendance (%)
1.	Wawan Iriawan	57	57	100
2.	Abdi Negara Nurdin	57	47	82
3.	Arya Mahendra Sinulingga	57	47	82
4.	Ismail	57	49	86
5.	Marcelino Rumambo Pandin	57	47	82
6.	Rizal Malarangeng	57	48	84

* Served at June 27, 2023

KNR'S EDUCATION AND TRAINING

Given that all members of Committee for Nomination and Remuneration are the Board of Commissioners, an explanation of education and training can be seen in the profile section of the Board of Commissioners in this Annual Report.

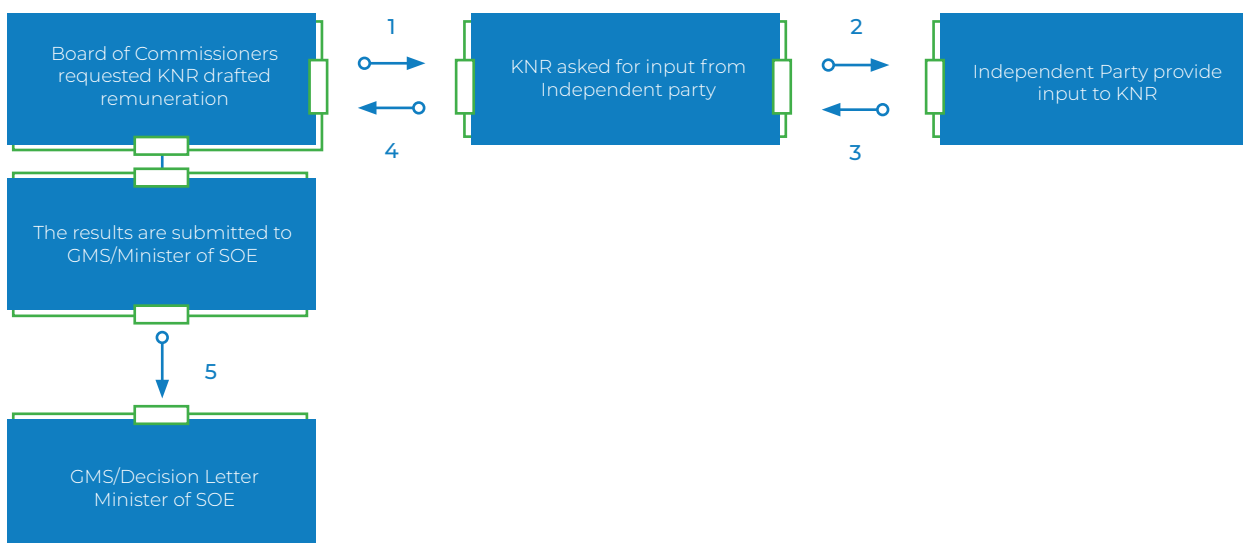
REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

The remuneration policy for the Telkom Board of Commissioners is determined based on the SOE Minister's

Regulation No. PER-3/MBU/03/2023 dated March 20, 2023 regarding Organs and Human Resources of State-Owned Enterprises. In accordance with these regulations, the remuneration of the Board of Commissioners has components consisting of:

1. Salary/Honorarium;
2. Allowance, which consists of:
 - a. Holiday allowance;
 - b. Transportation allowance;
 - c. Retirement insurance.
3. Facilities, which consist of:
 - a. Medical facility;
 - b. Legal aid facilities.
4. Tantiem/Performance Incentive, where additional Tantiem can be given in the form of a Long Term Incentive (LTI).

REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS



Furthermore, the procedure for proposing up to the determination of the remuneration of Telkom's Board of Commissioners and Board of Directors are explained as follows:

1. The Board of Commissioners requests the KNR to draft a remuneration proposal for the Board of Commissioners and the Board of Directors.
2. If needed, Committee for Nomination and Remuneration can request an independent party to draw up a framework on the remuneration of the Board of Commissioner and the Board of Directors.
3. The Committee for Nomination and Remuneration proposes the remuneration framework referred to to the Board of Commissioners.
4. The Board of Commissioners proposes remuneration for the Board of Commissioners and the Board of Directors to GMS.

5. The GMS can give authority and power to the Board of Commissioners, with the prior approval of Series A Dwiwarna Shareholders to determine the remuneration for Board of Commissioners and the Board of Directors.

In 2023, the Minister of SOE issued Regulation of the Minister of State-Owned Enterprises No. Per-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises (Minister Regulation 3 of SOE). Telkom has confirmed the implementation of Minister Regulation 3 of SOE in Telkom areas through the GMS Resolution for the 2022 financial year. One of the things regulated in the Minister of State-Owned Enterprises Regulation No. Per-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises is the provision for postponing the payment of part of the *tantiem*, and Long Term Incentive (LTI) to the Board of Directors and Board of Commissioners.

Remuneration Acceptance of the Board of Commissioners

The total remuneration paid by Telkom in 2023 to all Board of Directors who served in the 2023 and the previous period is Rp154,183billion. The following table presents details of the remuneration for the Board of Directors in 2023.

Board of Commissioners' Recapitulation of Remuneration 2023

No.	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transport Allowance	Tantiem Financial Year 2022	Total
						Rp billion	
1.	Bambang P. S. Brodjonegoro	President Commissioner/ Independent Commissioner	2,349,000,000	195,750,000	469,800,000	9,356,163,050	12,370,713,050
2.	Bono Daru Adji	Independent Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,270,721	11,159,365,721
3.	Abdi Negara Nurdin	Independent Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,237,979	11,159,332,979
4.	Wawan Iriawan	Independent Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,174,292	11,159,269,292
5.	Arya Mahendra Sinulingga	Independent Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,270,721	11,159,365,721
6.	Isa Rachmatarwata	Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
7.	Ismail	Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
8.	Marcelino Rumambo Pandin	Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
9.	Rizal Mallarangeng	Commissioner	2,114,100,000	176,175,000	422,820,000	8,446,045,122	11,159,140,122
10.	Silmy Karim ⁽¹⁾	Commissioner	1,244,199,194	-	248,839,839	-	1,493,039,033
	Total		20,505,999,194	1,605,150,000	4,101,199,839	76,926,263,335	103,138,612,368

Remark:

(1) Remuneration 30 May 2023 – 31 December 2023

Remuneration Acceptance of the Board of Directors

The total remuneration paid by Telkom in 2023 to all Board of Commissioners who served in the 2023 and the previous period is Rp198,197 billion. The following table presents details of the remuneration for the Board of Commissioners in 2023.

Board of Directors' Recapitulation of Remuneration 2023

No.	Directors	Position	Honorarium	Other Allowance		Tantien	Total
				Religious Holiday Allowance	Housing Allowance		
Rp million							
1.	Ririek Adriansyah	President Director	5,220,000,000	435,000,000	300,000,000	20,757,628,373	26,712,628,373
2.	Afriwandi	Director of HCM	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
3.	Heri Supriadi	Director of KMR	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
4.	FM Venusiana R.	Director of EBIS	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
5.	Herlan Wijanarko	Director of NITS	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
6.	Muhamad Fajrin Rasyid	Director of DB	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
7.	Budi Setyawan Wijaya	Director of SP	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
8.	Bogi Witjaksono	Director of WINS	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
9.	Honesti Basyir ⁽¹⁾	Director of GBD	2,611,282,258	-	176,612,903	-	2,787,895,161
10.	Edi Witjara ⁽²⁾	Director of EBIS	-	-	-	9,442,199,995	9,442,199,995
Total			38,890,282,258	3,023,250,000	2,576,612,903	153,707,717,187	198,197,862,348

Remark:

(1) Term of Office since May 30, 2023 according to the results of the 2023 Telkom AGMS.

(2) Has not served since July 8, 2022.