| Position | Name and Double Position Status              | Basis of Appointment  | Terms of<br>Service        |
|----------|--|---|----------------------------|
|          | Ismail*<br>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 -<br>Present  |
|          | Marcelino Rumambo<br>Pandin*<br>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 -<br>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<br>- Present |
|          | Silmy Karim*<br>Commissioner                 | Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023   | June 27, 2023<br>- Present |

#### Remark:

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-0000000/2024 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.

<sup>\*</sup> Profile of KNR members from the Board of Commissioners can be seen on Profile of the Board of Commissioners.

# 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:

- 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.
- 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.
- 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<br>Position Status            | Basis of Appointment  | Terms of<br>Service        |
|----------|---|---|----------------------------|
| Chairman | Wawan Iriawan* Independent Commissioner       | Resolution of the Board of Commissioners No. 06/<br>KEP/DK/2021 dated June 8, 2021  | June 8, 2021 -<br>Present  |
| Members  | <b>Arya Mahendra Sinulingga*</b> Commissioner | Resolution of the Board of Commissioners No. 06/<br>KEP/DK/2021 dated June 8, 2021, updated several<br>times with the latest amendment based on<br>Resolution of the Board of Commissioners No. 07/<br>KEP/DK/2023 dated June 27, 2023      | June 8, 2021 -<br>Present  |
|          | Ismail*<br>Commissioner                       | Resolution of the Board of Commissioners No. 06/<br>KEP/DK/2019 dated December 17, 2019, updated<br>several times with the latest amendment based on<br>Resolution of the Board of Commissioners No. 07/<br>KEP/DK/2023 dated June 27, 2023 | Mei 29, 2019 -<br>Present  |
|          | Marcelino Rumambo Pandin* Commissioner        | Resolution of the Board of Commissioners No. 06/<br>KEP/DK/2019 dated December 17, 2019, updated<br>several times with the latest amendment based on<br>Resolution of the Board of Commissioners No. 07/<br>KEP/DK/2023 dated June 27, 2023 | Mei 29, 2019 -<br>Present  |
|          | Rizal Mallarangeng* Commissioner              | Resolution of the Board of Commissioners No. 10/<br>KEP/DK/2020 dated June 29, 2020 and updated<br>several times with the latest amendment based on<br>Resolution of the Board of Commissioners No. 07/<br>KEP/DK/2023 dated June 27, 2023  | June 29, 2020 -<br>Present |
|          | Silmy Karim*<br>Commissioner                  | Resolution of the Board of Commissioners No. 07/<br>KEP/DK/2023 dated June 27, 2023   | June 27, 2023 -<br>Present |

Remark:

<sup>\*</sup> 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.

|                                    | Date  |  |  | Meetings   | Agenda  | Discussion   |   |   |  |
|------------------------------------|---|--|--|--|---|--|---|---|--|
| 1.                                 | Friday, January 06, 2023  | Update o   | f information  | on and worl  | k progran   | n plan by th   | e Commiss   | sioner of P   |  |
|                                    |   | Telkom Access  |  |  |   |  |   |   |  |
|                                    | Attendance list   | WI   | ANN  | AMS  | IS  | MRP  | RM  | SK  |  |
|                                    |   | √  | √  | √  | -   |  | -   | N/a   |  |
| 2.                                 | Wednesday, January 11, 2023   | Discussic  | n of the ac  | hievement  | of KPI 202  | 22, KPI 2023   | , and 4 par   | ameters   |  |
|                                    |   | reporting  | to the Del   | om KPI Bo  | ard of Dir  | ectors 2022  |   |   |  |
|                                    | Attendance list   | WI   | ANN  | AMS  | IS  | MRP  | RM  | SK  |  |
|                                    |   | $\sqrt{}$  | $\sqrt{}$  | $\sqrt{}$  | $\sqrt{}$   | $\sqrt{}$  | $\sqrt{}$   | N/a   |  |
| 3.                                 | Monday, January 16, 2023  |  | y and Feasi<br>elkom Sigr  |  | JKK) Pres   | sident Direc   | tor of PT Si  | igma Cipt   |  |
|                                    | Attendance list   | WI   | ANN  | AMS  | IS  | MRP  | RM  | SK  |  |
|                                    |   |  | -  | √  | √   | √  | <b>√</b>  | N/a   |  |
| 4.                                 | Thursday, January 19, 2023  | Submissi   | on of Colle  | gial KPI pro   | posals 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  |  |  |   |  |   |   |  |
|                                    | Attandance list   | selected ·   |  |  |   |  |   |   |  |
|                                    | Attendance list   | WI   | ANN  | AMS  | IS  | MRP  | RM  | SK  |  |
|                                    |   | $\sqrt{}$  | -  | -  | $\sqrt{}$   | $\sqrt{}$  | $\sqrt{}$   | N/a   |  |
| 6.                                 | T 1 7 0/0007  | D 1:   | c 1  | C  | 1   |  | 1 1 1:  | C 1 .   |  |
| 6.                                 | Tuesday, January 24, 2023   | Delivery (<br>talent   | of procedu   | res for the  | selection   | process an   | d delivery  | of selecte  |  |
| 6.                                 | Tuesday, January 24, 2023  Attendance list  |  | of procedu  ANN  | res for the  | selection<br>IS   | process and  | d delivery  | of selecte  |  |
| 6.                                 |   | talent   |  |  |   |  |   |   |  |
| <ol> <li>6.</li> <li>7.</li> </ol> |   | talent WI  | ANN  √   | AMS  | IS<br>-   | MRP  | RM<br>√   | SK<br>N/a   |  |
|                                    | Attendance list   | talent WI  | ANN  √   | AMS  | IS<br>-   | MRP $\sqrt{}$  | RM<br>√   | SK<br>N/a   |  |
|                                    | Attendance list  Wednesday, January 25, 2023  | talent  WI  √  Discussion  | ANN<br>√<br>on of transfo  | AMS<br>-<br>ormation up  | IS<br>-<br>odates for   | MRP<br>√<br>the first qu   | RM<br>√<br>narter of 20   | <b>SK</b> N/a   |  |
|                                    | Attendance list  Wednesday, January 25, 2023  | talent  WI  √  Discussion  WI  √   | ANN  vn of transfo  ANN  V   | AMS - prmation up AMS  | IS - odates for IS  √   | MRP  √ the first qu  MRP   | RM<br>√ larter of 20  | SK<br>N/a<br>23<br>SK                                 |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list   | talent  WI  √  Discussion  WI  √   | ANN  vn of transfo  ANN  V   | AMS - prmation up AMS  | IS - odates for IS  √   | MRP  √ the first qu  MRP   | RM<br>√ larter of 20  | SK<br>N/a<br>23<br>SK                                 |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023   | talent  WI  V  Discussion  WI  V  Division of  | ANN  on of transfo  ANN  of Collegial  | AMS - prmation up AMS -  KPIs in 2023  | IS - podates for IS  √  | MRP  √ the first qu  MRP  √  | RM<br>√<br>larter of 20<br>RM<br>√                                      | SK<br>N/a<br>23<br>SK<br>N/a                          |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023   | talent  WI  V  Discussion  WI  V  Division of  WI  V   | ANN  on of transfo  ANN  of Collegial  ANN   | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  -   | IS - podates for IS   | MRP  the first qu  MRP   MRP   | RM  varter of 20  RM  v  RM  v  | SK N/a 23 SK N/a SK                                   |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023  Attendance list  | talent  WI  V  Discussion  WI  V  Division of  WI  V   | ANN  on of transfo  ANN  of Collegial  ANN   | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  -   | IS - podates for IS   | MRP  the first qu  MRP  MRP  | RM  varter of 20  RM  v  RM  v  | SK N/a 23 SK N/a SK                                   |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023  Attendance list  Wednesday, February 08, 2023  | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion   | ANN  on of transfo  ANN  of Collegial  ANN  on of Individ  | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  - Itual KPIs of                                       | IS  - podates for IS  √ 3  IS  - the Board                              | MRP  vthe first que MRP  v  MRP  v  d of Director  | RM  varter of 20  RM  v  RM  v  rs in 2023                              | SK N/a 23 SK N/a SK N/a                               |  |
| 7.                                 | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023  Attendance list  Wednesday, February 08, 2023  | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion  WI  V  Discussion  WI  V  Discussion  WI  V  Due dilig | ANN  on of transfo  ANN  of Collegial  ANN  on of Individ  ANN  ven of and                               | AMS  - prmation up  AMS  V KPIs in 2023  AMS  - dual KPIs of  AMS  - feasibility (U                  | IS - codates for IS - 3 IS - the Board IS - V JKK) Dire                 | MRP  v the first qu MRP  v d of Directo MRP  ector of Fina   | RM  varter of 20  RM  v  RM  v  rs in 2023  RM  v                       | SK N/a 23 SK N/a SK N/a SK N/a                        |  |
| 7.<br>8.                           | Attendance list  Wednesday, January 25, 2023 Attendance list  Thursday, January 26, 2023 Attendance list  Wednesday, February 08, 2023 Attendance list  Tuesday, February 21, 2023                  | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion  WI  V  Discussion  Capital of                          | ANN  on of transform  ANN  of Collegial  ANN  on of Individe  ANN  vence and  f PT Multim                | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  - dual KPIs of  AMS  - feasibility (U                 | IS  - podates for IS  V  IS  - the Board IS  V  JKK) Directara (Telk    | MRP  vthe first que MRP  vd of Director MRP  - ector of Final com Metra)   | RM  Varieter of 20  RM  V  RM  V  rs in 2023  RM  V  ance, Risk,        | SK N/a 23 SK N/a SK N/a SK N/a SK N/a SK N/a          |  |
| 7.<br>8.                           | Attendance list  Wednesday, January 25, 2023  Attendance list  Thursday, January 26, 2023  Attendance list  Wednesday, February 08, 2023  Attendance list   | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion  WI  V  Discussion  WI  V  Capital of  WI               | ANN  on of transfo  ANN  of Collegial  ANN  on of Individ  ANN  dence and f PT Multim  ANN               | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  - dual KPIs of  AMS  - feasibility (U  edia Nusar     | IS  - codates for IS  V  IS  - the Board IS  V  JKK) Directara (Telk    | MRP  vthe first quenches for the first quench | RM  varter of 20  RM  v  RM  v  rs in 2023  RM  v  ance, Risk,          | SK N/a 23 SK N/a SK N/a SK N/a SK N/a SK SK N/a SK SK |  |
| 7.<br>8.<br>9.                     | Attendance list  Wednesday, January 25, 2023 Attendance list  Thursday, January 26, 2023 Attendance list  Wednesday, February 08, 2023 Attendance list  Tuesday, February 21, 2023  Attendance list | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion  WI  V  Due dilig  Capital of  WI  V                    | ANN  on of transfor  ANN  of Collegial  ANN  on of Individ  ANN  ven of Individ  ANN  ven of Multim  ANN | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  - dual KPIs of  AMS  - feasibility (U edia Nusar  AMS | IS - podates for IS - V  IS - the Board IS - UKK) Director (Telk IS - V | MRP  vthe first que MRP  vd of Directo MRP  ector of Finatom Metra)  MRP  V  | RM  Varieter of 20  RM  V  RM  V  rs in 2023  RM  V  ance, Risk,  RM  V | SK N/a 23 SK N/a SK N/a SK N/a SK N/a N/a 8; Huma     |  |
| 7.<br>8.                           | Attendance list  Wednesday, January 25, 2023 Attendance list  Thursday, January 26, 2023 Attendance list  Wednesday, February 08, 2023 Attendance list  Tuesday, February 21, 2023                  | talent  WI  V  Discussion  WI  V  Division of  WI  V  Discussion  WI  V  Due dilig  Capital of  WI  V                    | ANN  on of transfor  ANN  of Collegial  ANN  on of Individ  ANN  ven of Individ  ANN  ven of Multim  ANN | AMS  - prmation up  AMS  V  KPIs in 2023  AMS  - dual KPIs of  AMS  - feasibility (U edia Nusar  AMS | IS - podates for IS - V  IS - the Board IS - UKK) Director (Telk IS - V | MRP  vthe first quenches for the first quench | RM  Varieter of 20  RM  V  RM  V  rs in 2023  RM  V  ance, Risk,  RM  V | SK N/a 23 SK N/a SK N/a SK N/a SK N/a SK N/a N/a      |  |

| No. | Date                      |  |                             | Meetings                     | Agenda      | /Discussio  | n            |            |  |  |
|-----|---------------------------|--|-----------------------------|------------------------------|-------------|-------------|--------------|------------|--|--|
| 12. | Wednesday, March 08 2023  | Discussio  | n on the se                 | lection of L                 | TI shares p | ourchase fo | r former EBI | S Director |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     | _                         | √  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | √           | √            | N/a        |  |  |
| 13. | Wednesday, March 08 2023  |  | gence and<br>unikasi (Mit   | _                            | (UKK) (     | Commissio   | ner of PT    | Dayamitra  |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     | _                         | $\sqrt{}$  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | √           | $\sqrt{}$    | N/a        |  |  |
| 14. | Thursday, March 30 2023   | Feasibility and feasibility test (UKK) Director of Operation Development of PT Dayamitra Telekomunikasi (Mitratel) |                             |                              |             |             |              |            |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     | _                         | √  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | -           | $\sqrt{}$    | N/a        |  |  |
| 15. | Friday, March 31, 2023    | 1 1 1  |                             | nd feasibili<br>unikasi (Mit | -           | (UKK) Bus   | siness Direc | ctor of P  |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           |  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | $\sqrt{}$   | $\sqrt{}$    | N/a        |  |  |
| 16. | Wednesday, April 05, 2023 | Submissi   | on of CEO :                 | salary surve                 | ey results  | by consult  | ant Korn Fe  | rry        |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           |  |                             |                              | -           | -           |              | N/a        |  |  |
| 17. | Wednesday, April 12, 2023 | Discussion of transformation updates for the second quarter of 2023  |                             |                              |             |             |              |            |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           | $\sqrt{}$  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | _           | $\sqrt{}$    | N/a        |  |  |
| 18. | Wednesday, April 12, 2023 | Discussion of proposed remuneration for 2023 and tantiem for fiscal year 2022                                      |                             |                              |             |             |              |            |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           | $\sqrt{}$  | -                           | $\sqrt{}$                    | -           | $\sqrt{}$   | $\sqrt{}$    | N/a        |  |  |
| 19. | Wednesday, May 03, 2023   |  |                             | sibility tesi<br>nunikasi In |             | President   | Commissio    | ner of P   |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           | $\sqrt{}$  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | $\sqrt{}$   | $\sqrt{}$    | N/a        |  |  |
| 20. | Thursday, May 04 2023     | Feasibility and feasibility test (UKK) President Commissioner of Multimedia Nusantara (Telkom Metra)               |                             |                              |             |             |              |            |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           | $\sqrt{}$  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$   | $\sqrt{}$   | $\sqrt{}$    | N/a        |  |  |
| 21. | Monday, May 08 2023       |  | y and feasil<br>aka (Telkor |                              | JKK) Pres   | ident Com   | missioner o  | f PT Sigm  |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           |  | √                           |                              |             | √           |              | N/a        |  |  |
| 22. | Tuesday, May 09 2023      |  | -                           | feasibility                  |             | President   | Commissio    | ner of P   |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           |  |                             |                              | $\sqrt{}$   |             |              | N/a        |  |  |
| 23. | Wednesday, May 10 2023    | Due dilig<br>Sarana D  |                             | easibility (l                | JKK) Pres   | ident Com   | ımissioner c | of PT Grah |  |  |
|     | Attendance list           | WI   | ANN                         | AMS                          | IS          | MRP         | RM           | SK         |  |  |
|     |                           |  | √                           |                              |             | √           | √            | N/a        |  |  |

| No. | Date   |  |                             | Meetings                     | Agenda/   | Discussion           | <u> </u>     |             |  |
|-----|--|--|-----------------------------|------------------------------|-----------|----------------------|--------------|-------------|--|
| 24. | Thursday, May 11 2023  | Feasibility<br>Data Eko:   |                             | oility test (U               | KK) Presi | dent Comm            | nissioner of | PT Telkom   |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  |                             | √                            |           |                      |              | N/a         |  |
| 25. | Friday, May 12 2023  Due diligence and feasibility (UKK) President Commissioner of R |  |                             |                              |           |                      |              |             |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  |                             | √                            | √         | √                    | √            | N/a         |  |
| 26. | Monday, May 15 2023  | Appropriateness and feasibility test (UKK) Commissioner of PT Telk   |                             |                              |           |                      |              |             |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  | √                           | √                            | V         | √                    | √            | N/a         |  |
| 27. | Monday, May 15 2023  | Due dilig  | ence and fe                 | easibility (U                | KK) Comr  | missioner of         | PT PINS Ir   | ndonesia    |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  | √  | √                           | √                            | √         | √                    | √            | N/a         |  |
| 28. | Wednesday, May 17 2023   |  |                             | feasibility<br>onesia (Infra |           | mmissione            | r of PT In   | frastruktu  |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  | -                           | √                            | -         | √                    |              | N/a         |  |
| 29. | Wednesday, May 17 2023   | Feasibility and feasibility test (UKK) Director of Finance and Ris<br>Management of PT Telkom Data Ekosistem |                             |                              |           |                      |              |             |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  | $\sqrt{}$  | -                           |                              | -         | $\sqrt{}$            |              | N/a         |  |
| 30. | Friday, May 19 2023  | Appropria<br>Access  | ateness and                 | d feasibility                | test (UKK | () President         | Director of  | PT Telkom   |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  | $\sqrt{}$  | $\sqrt{}$                   | -                            | $\sqrt{}$ | $\sqrt{}$            |              | N/a         |  |
| 31. | Wednesday, May 24 2023   |  |                             | feasibility<br>onesia (Infra |           | ommissione           | r of PT In   | frastruktu  |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  | $\sqrt{}$  | $\sqrt{}$                   | -                            | $\sqrt{}$ | -                    | $\sqrt{}$    | N/a         |  |
| 32. | Thursday, May 25 2023  |  |                             | sibility tes<br>munikasi Ir  |           | Director c<br>Infra) | of Operation | ons of P    |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  | $\sqrt{}$  | $\sqrt{}$                   | $\sqrt{}$                    | $\sqrt{}$ | $\sqrt{}$            | $\sqrt{}$    | N/a         |  |
| 33. | Thursday, May 25 2023  |  | ateness and<br>of PT Telkon |                              | test (UKk | <) Director of       | of Human (   | Capital and |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  | $\sqrt{}$                   | -                            | $\sqrt{}$ | $\sqrt{}$            | $\checkmark$ | N/a         |  |
| 34. | Friday, May 26 2023  |  | -                           |                              |           | Director o           |              | and Risk    |  |
|     | Attendance list  | WI   | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |
|     |  |  |                             | √                            |           |                      |              | N/a         |  |
| 35. |  |  |                             |                              |           | nstruction [         |              | PT Telkom   |  |
| 35. | Friday, May 26 2023  | Access   |                             |                              |           |                      |              |             |  |
| 35. | Attendance list  | 1  | ANN                         | AMS                          | IS        | MRP                  | RM           | SK          |  |

## **CORPORATE GOVERNANCE**

| No. | Date                      |   |              | Meetings                     | Agenda       | /Discussion   | 1            |              |  |
|-----|---------------------------|---|--------------|------------------------------|--------------|---------------|--------------|--------------|--|
| 36. | Monday, May 29 2023       | _   | ence and t   | - '                          | JKK) Busi    | ness Direct   | or of PT In  | frastruktur  |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           |   |              |                              |              | -             |              | N/a          |  |
| 37. | Monday, May 29 2023       | Appropri<br>Access  | ateness and  | d feasibility                | test (UKK    | ) Operation   | Director of  | PT Telkom    |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           |   | $\checkmark$ | -                            | $\checkmark$ |               |              | N/a          |  |
| 38. | Monday, June 26 2023      | LTI imple   | mentation    | monitoring                   | g 2022-20:   | 24            |              |              |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | $\sqrt{}$   | $\sqrt{}$    | $\sqrt{}$                    | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$    | N/a          |  |
| 39. | Monday, July 10 2023      | Appropriateness and feasibility test (UKK) Director of Technology Telekumunikasi Indonesia International                    |              |                              |              |               |              |              |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           |   |              | -                            | $\sqrt{}$    |               |              | $\checkmark$ |  |
| 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           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           |   | $\sqrt{}$    |                              |              | $\sqrt{}$     | -            |              |  |
| 41. | Tuesday, July 25, 2023    | Discussio   | n of transfo | ormation up                  | odates for   | the third q   | uarter of 20 | 023          |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | $\sqrt{}$   | $\sqrt{}$    | $\sqrt{}$                    | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$    | $\sqrt{}$    |  |
| 42. | Friday, August 11 2023    | Discussio   | n of propo   | sed KPI Cha                  | anges to (   | Collegial Dir | ectors 2023  | 3            |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | √   | -            | $\sqrt{}$                    | $\sqrt{}$    | -             | $\sqrt{}$    | $\sqrt{}$    |  |
| 43. | Tuesday, August 22 2023   | Further discussion of proposed KPI Changes to the Collegial Board of Directors 2023   |              |                              |              |               |              |              |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | $\sqrt{}$   | $\sqrt{}$    | $\sqrt{}$                    | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$    | $\sqrt{}$    |  |
| 44. | Tuesday, August 22 2023   | Discussic   | n of stream  | nlining upd                  | ates for th  | ne third qua  | rter of 202  | 3            |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     | _                         | √   | $\sqrt{}$    | $\sqrt{}$                    | $\sqrt{}$    | -             | _            | $\sqrt{}$    |  |
| 45. | Wednesday, August 23 2023 | Due dilig   | ence and fe  | easibility (U                | KK) Comn     | nissioner of  | PT Graha S   | arana Duta   |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | √   | $\sqrt{}$    | -                            | $\sqrt{}$    | $\sqrt{}$     |              | -            |  |
| 46. | Thursday, August 24 2023  |   |              | d feasibility<br>Sigma Cipta | -            | (K) Director  | of Financ    | e and Risk   |  |
|     | Attendance list           | WI  | ANN          | AMS                          | IS           | MRP           | RM           | SK           |  |
|     |                           | $\sqrt{}$   | $\sqrt{}$    | $\sqrt{}$                    | $\sqrt{}$    | $\sqrt{}$     | _            | $\sqrt{}$    |  |

| No. | Date                            |  |              | Meetings      | Agenda/     | /Discussion   | 1            |              |  |
|-----|---------------------------------|--|--------------|---------------|-------------|---------------|--------------|--------------|--|
| 47. | Friday, September 01 2023       | Appropri   | ateness an   |               |             | (K) Director  |              | e and Risl   |  |
|     |                                 | Manager  | nent of PT   | Sigma Cipt    | a Caraka    |               |              |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | -            | $\sqrt{}$    |  |
| 48. | Friday, September 15 2023       | Discussic  | n of perfor  | mance targ    | ets and L   | TI Grand 2    |              |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     | _                               | √  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     |              | $\sqrt{}$    |  |
| 49. | Wednesday, September 20<br>2023 | Further c  | liscussion c | of performa   | nce targe   | ts and LTI G  | rand 2       |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | -            |               | $\sqrt{}$   | -             | $\checkmark$ | $\sqrt{}$    |  |
| 50. | Friday, October 06 2023         | Discussion of proposals/recommendations for candidates  Commissioner of PT Telkom Access                         |              |               |             |               |              |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 |  | $\sqrt{}$    | √             |             | √             | √            | √            |  |
| 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           |  |
|     |                                 | $\sqrt{}$  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | $\sqrt{}$    | $\sqrt{}$    |  |
| 52. | Wednesday, October 11 2023      | Discussio  | n of Individ | dual KPIs of  | the Boar    | d of Directo  | rs 2023      |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | -            | $\checkmark$ |  |
| 53. | Monday, October 30 2023         | Further c  | liscussion c | of the 2023 [ | Board of [  | Directors' In | dividual KF  | P            |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | $\sqrt{}$    | -            |  |
| 54. | Tuesday, October 31, 2023       | Discussio  | n of transfo | ormation up   | odates for  | the fourth    | quarter of 2 | 2023         |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | -            | $\sqrt{}$     | -           | $\sqrt{}$     | -            | -            |  |
| 55. | Monday, 13 November 2023        | 2024 tant  | iem budge    | et consultat  | ion         |               |              |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | √  | $\sqrt{}$    | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | $\sqrt{}$    | $\sqrt{}$    |  |
| 56. | Thursday, November 23, 2023     | Discussic  | n of stream  | nlining upd   | ates for th | ne fourth qu  | arter of 20  | 23           |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 | $\sqrt{}$  | -            | $\sqrt{}$     | $\sqrt{}$   | $\sqrt{}$     | -            | $\sqrt{}$    |  |
| 57. | Monday, 11 December 2023        | Discussio  | n of KPI KN  | NR 2023 and   | d propose   | d KPI KNR 2   | 2024         |              |  |
|     | Attendance list                 | WI   | ANN          | AMS           | IS          | MRP           | RM           | SK           |  |
|     |                                 |  |              | √             |             | √             | _            | $\sqrt{}$    |  |

Remark: **WI** 

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

MRP RM SK

Marcelino Rumambo Pandin Rizal Malarangeng 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<br>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                              |

<sup>\*</sup> 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

