

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.

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	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