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
	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
	<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
	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.OI/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-M020000/2024 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:

- 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.
- 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.

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	<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
	<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
	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
	<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
	Silmy Karim* Commissioner	Resolution of the Board of Commissioners No. 07/ KEP/DK/2023 dated June 27, 2023	June 27, 2023 - Present

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

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.

	Date			Meetings	Agenda/	Discussion	l		
1.	Friday, January 06, 2023	Update of information and work program plan by the Commissioner of P Telkom Access							
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
			$\checkmark$	$\checkmark$	-	$\checkmark$	-	N/a	
2.	Wednesday, January 11, 2023					22, KPI 2023		ameters	
						ectors 2022			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
	-	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a	
3.	Monday, January 16, 2023		/ and Feasi elkom Sigr	5	JKK) Pres	ident Direc	tor of PT Si	gma Cip	
	Attendance list	wi	ANN	AMS	IS	MRP	RM	SK	
		√	-			√		N/a	
4.	Thursday, January 19, 2023	Submissi	on of Colleg	gial KPI pro	posals for	2023			
	Attendance list	wi	ANN	AMS	IS	MRP	RM	SK	
		√		$\checkmark$		$\checkmark$		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	
		1			1	,		/	
		7/	-	-	7/	7/	7/	N/a	
6.	- Tuesday, January 24, 2023	-			√ selection	√ process and	√ d delivery	N/a of selecte	
6.	Tuesday, January 24, 2023				•	-			
6.		Delivery of talent	of procedu ANN	res for the s	selection	process and	d delivery	of selecte	
6. 7.	Attendance list	Delivery of talent <b>₩I</b>	of procedu ANN √	res for the s AMS	IS	process and	d delivery RM √	of selecte <b>SK</b> N/a	
		Delivery of talent <b>₩I</b>	of procedu ANN √	res for the s AMS	IS	process and MRP √	d delivery RM √	of selecte <b>SK</b> N/a	
	Attendance list Wednesday, January 25, 2023	Delivery of talent	of procedu ANN √ n of transfo	AMS	IS - odates for	process and MRP √ the first qu	RM √ arter of 20	of selecte SK N/a 23	
	Attendance list Wednesday, January 25, 2023 Attendance list	Delivery of talent	of procedu ANN √ n of transfo ANN √	AMS - ormation up AMS √	IS - odates for IS V	process and MRP √ the first qu MRP	RM √ arter of 20	of selecte SK N/a 23 SK	
7.	Attendance list Wednesday, January 25, 2023	Delivery of talent	of procedu ANN √ n of transfo ANN √	AMS - ormation up AMS	IS - odates for IS V	process and MRP √ the first qu MRP	RM √ arter of 20	of selecte SK N/a 23 SK	
7.	Attendance list Wednesday, January 25, 2023 Attendance list Thursday, January 26, 2023	Delivery of talent  WI  √  Discussio  WI  √  Division of	of procedu ANN √ n of transfo ANN √ of Collegial	res for the s AMS - prmation up AMS √ KPIs in 2023	IS - Ddates for IS √ 3	process and MRP √ the first qu MRP √	RM √ varter of 20 RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a	
7.	Attendance list         Wednesday, January 25, 2023         Attendance list         Thursday, January 26, 2023         Attendance list	Delivery of talent	of procedu ANN √ n of transfo ANN √ of Collegial ANN √	AMS - ormation up AMS √ KPIs in 2023 AMS -	IS - Dodates for IS √ 3 IS -	process and MRP √ the first qu MRP √ MRP	d delivery √ RM √ larter of 20 RM √ RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b>	
7.	Attendance list Wednesday, January 25, 2023 Attendance list Thursday, January 26, 2023	Delivery of talent	of procedu ANN √ n of transfo ANN √ of Collegial ANN √	AMS - ormation up AMS √ KPIs in 2023 AMS -	IS - Dodates for IS √ 3 IS -	process and MRP √ the first qu MRP √ MRP √	d delivery √ RM √ larter of 20 RM √ RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b>	
7.	Attendance list         Wednesday, January 25, 2023         Attendance list         Thursday, January 26, 2023         Attendance list         Wednesday, February 08, 2023	Delivery of talent ✓ Discussio ✓ Úivision of ✓ VI ✓ Division of ✓ VI	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivic	AMS - ormation up AMS √ KPIs in 2023 AMS - dual KPIs of	IS - odates for IS √ 3 IS - the Board	process and MRP √ the first qu MRP √ MRP √ d of Director	RM √ arter of 20 RM √ RM √ rs in 2023	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a	
7.	Attendance list         Wednesday, January 25, 2023         Attendance list         Thursday, January 26, 2023         Attendance list         Wednesday, February 08, 2023	Delivery of talent	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivice ANN √ ence and	AMS - prmation up AMS √ KPIs in 2023 AMS - dual KPIs of AMS -	IS podates for IS √ 3 IS - the Board IS √ JKK) Dire	process and MRP √ the first qu MRP √ d of Director MRP - ector of Fina	d delivery √ RM √ larter of 20 RM √ rs in 2023 RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a	
7. 8. 9.	Attendance list         Wednesday, January 25, 2023         Attendance list         Thursday, January 26, 2023         Attendance list         Wednesday, February 08, 2023         Attendance list	Delivery of talent	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivice ANN √ ence and	AMS - prmation up AMS √ KPIs in 2023 AMS - dual KPIs of AMS - feasibility (l	IS podates for IS √ 3 IS - the Board IS √ JKK) Dire	process and MRP √ the first qu MRP √ d of Director MRP - ector of Fina	d delivery √ RM √ larter of 20 RM √ rs in 2023 RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a	
7. 8. 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	Delivery of talent <b>WI</b> √ Discussion <b>WI</b> √ Division of <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> √ Discussion <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b> <b>WI</b>	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivic ANN √ ence and PT Multim	AMS - ormation ug AMS √ KPIs in 2023 AMS - dual KPIs of AMS - dual KPIs of AMS - dual KPIs of AMS - dual KPIs of AMS	IS - Dodates for IS √ 3 IS - the Board IS √ JKK) Dire ttraa (Telk	process and MRP √ the first qu MRP √ d of Directo MRP - ector of Fina om Metra)	RM √ larter of 20 RM √ RM √ rs in 2023 RM √ ance, Risk,	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a <b>SK</b> N/a	
7. 8. 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	Delivery of talent ✓ Discussio ✓ Discussio ✓ Division of ✓ Discussio ✓ Discussio ✓ Discussio ✓ Discussio ✓ VI ✓ Discussio	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivice ANN √ ence and FPT Multim ANN √	res for the s AMS - prmation up AMS √ KPIs in 2023 AMS - dual KPIs of AMS - feasibility (U redia Nusar AMS √	IS - - - - - - - - - - - - -	process and MRP √ the first qu MRP √ d of Directo MRP - ector of Fina om Metra) MRP √	d delivery → RM √ Iarter of 20 RM √ RM √ rs in 2023 RM √ ance, Risk, RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a <b>SK</b> 8; Huma <b>SK</b>	
7. 8. 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	Delivery of talent ✓ Discussio ✓ Discussio ✓ Division of ✓ Discussio ✓ Discussio ✓ Discussio ✓ Discussio ✓ VI ✓ Discussio	of procedu ANN √ n of transfo ANN √ of Collegial ANN √ n of Indivice ANN √ ence and FPT Multim ANN √	res for the s AMS - prmation up AMS √ KPIs in 2023 AMS - dual KPIs of AMS - feasibility (U redia Nusar AMS √	IS - - - - - - - - - - - - -	mRP V the first qu MRP V MRP V d of Director MRP - ector of Fina om Metra) MRP	d delivery → RM √ iarter of 20 RM √ RM √ rs in 2023 RM √ ance, Risk, RM √	of selecte <b>SK</b> N/a 23 <b>SK</b> N/a <b>SK</b> N/a <b>SK</b> 8; Huma <b>SK</b>	

No.	Date			Meetings	s Agenda	/Discussio	on				
12.	Wednesday, March 08 2023	Discussion on the selection of LTI shares purchase for former EBIS Director									
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
13.	Wednesday, March 08 2023		gence and unikasi (Mit		(UKK)	Commissio	oner of PT	Dayamitra			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
	_	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
14.	Thursday, March 30 2023	Feasibility and feasibility test (UKK) Director of Operations an Development of PT Dayamitra Telekomunikasi (Mitratel)									
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
			$\checkmark$	$\checkmark$		-	$\checkmark$	N/a			
15.	Friday, March 31, 2023			nd feasibili unikasi (Mit	-	(UKK) Bu	siness Direo	ctor of P			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
16.	Wednesday, April 05, 2023	Submissi	on of CEO	salary surve	ey results	by consul	tant Korn Fe	rry			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	-	-	$\checkmark$	N/a			
17.	Wednesday, April 12, 2023	Discussio	nd quarter o	f 2023							
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	-	$\checkmark$	N/a			
18.	Wednesday, April 12, 2023	Discussion of proposed remuneration for 2023 and tantiem for fiscal yea									
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	-	$\checkmark$	-	$\checkmark$	$\checkmark$	N/a			
19.	Wednesday, May 03, 2023		-	sibility tes nunikasi In		President	Commissic	ner of P			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
20.	Thursday, May 04 2023		-	sibility tes ara (Telkom		President	Commissic	oner of Pi			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
21.	Monday, May 08 2023		y and feasi aka (Telkor	5 (	JKK) Pres	sident Com	nmissioner c	f PT Sigma			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a			
22.	Tuesday, May 09 2023		-	d feasibility onesia Inter			Commissic	ner of P			
	Attendance list	wi	ANN	AMS	IS	MRP	RM	SK			
		√		$\checkmark$	$\checkmark$		$\checkmark$	N/a			
23.	Wednesday, May 10 2023				· · ·	sident Con	nmissioner d	of PT Graha			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			

No.	Date			Meetings	Agenda/	Discussion	l		
24.	Thursday, May 11 2023	Feasibilit <u>y</u> Data Eko	-	oility test (U	KK) Presi	dent Comm	nissioner of	PT Telkon	
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
		$\checkmark$			$\checkmark$	$\checkmark$		N/a	
25.	Friday, May 12 2023	Due dilig Net	ence and f	easibility (U	KK) Presi	dent Comn	nissioner of	f PT Metra	
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
		√						N/a	
26.	Monday, May 15 2023	Appropris Access	ateness an	d feasibility	v test (Uk	(K) Commi	ssioner of	PT Telkor	
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
		√						N/a	
27.	Monday, May 15 2023	Due dilig	ence and f	easibility (U	KK) Comr	nissioner of	PT PINS Ir	ndonesia	
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
								N/a	
28.	Wednesday, May 17 2023	Due dilig	gence and	•	(UKK) Cc	mmissione	r of PT In	frastrukti	
	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 Management of PT Telkom Data Ekosistem							
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK	
30.		$\checkmark$	-	$\checkmark$	-	$\checkmark$	$\checkmark$	N/a	
30.	Friday, May 19 2023	· ·	- ateness and	•	- test (UKK	√ ) President	v	1	
30.	Friday, May 19 2023 Attendance list	Appropri	- ateness and <b>ANN</b>	•	- test (UKK <b>IS</b>	v	v	1	
30.		Appropria Access		d feasibility		) President	Director of	PT Telkor	
30. 31.		Appropria Access ₩I √ Due dilig	ANN √ gence and	d feasibility AMS -	<b>IS</b> √ (UKK) Cc	) President	Director of <b>RM</b> √	PT Telkor SK N/a	
	Attendance list	Appropria Access ₩I √ Due dilig	ANN √ gence and	AMS - feasibility	<b>IS</b> √ (UKK) Cc	) President MRP	Director of <b>RM</b> √	PT Telkor SK N/a	
	Attendance list Wednesday, May 24 2023	Appropri Access <b>WI</b> √ Due dilig Telekomu	ANN √ gence and unikasi Inde	AMS 	<b>IS</b> √ (UKK) Cc	) President MRP √ ommissione	RM √ r of PT In	PT Telkor SK N/a frastrukto	
	Attendance list Wednesday, May 24 2023	Appropria Access <b>WI</b> √ Due dilig Telekomu <b>WI</b> √ Feasibilit	ANN  v gence and unikasi Inde ANN  v y and fea	feasibility AMS feasibility onesia (Infra AMS	IS √ (UKK) Cc a) IS √ t (UKK)	) President MRP V mmissione MRP - Director c	RM √ r of PT In RM √	PT Telkor SK N/a frastruktu SK N/a	
31.	Attendance list Wednesday, May 24 2023 Attendance list	Appropria Access <b>WI</b> √ Due dilig Telekomu <b>WI</b> √ Feasibilit	ANN  v gence and unikasi Inde ANN  v y and fea	AMS - feasibility onesia (Infra AMS - sibility tes	IS √ (UKK) Cc a) IS √ t (UKK)	) President MRP    mmissione   MRP	RM √ r of PT In RM √	PT Telkor SK N/a frastruktu SK N/a	
31.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023	Appropria Access <b>WI</b> √ Due dilig Telekomu <b>WI</b> √ Feasibility Infrastrul	ANN √ gence and unikasi Inde ANN √ y and fea ktur Teleko	AMS - feasibility onesia (Infra AMS - sibility tes munikasi In	IS √ (UKK) Cc a) IS √ t (UKK) donesia (	) President MRP  Immissione MRP  - Director c Infra)	Director of RM √ r of PT In RM √ of Operation	PT Telkor SK N/a frastruktu SK N/a pons of F	
31.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul WI √ Feasibility Infrastrul V Appropria	ANN  v gence and unikasi Inde ANN  v y and fea ktur Teleko ANN  v	AMS - feasibility feasibility conesia (Infra AMS - isibility test munikasi In AMS - d feasibility	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √	) President MRP V mmissione MRP - Director c Infra) MRP	Director of RM √ r of PT In RM √ of Operation RM √	PT Telkor SK N/a frastruktu N/a Dns of F SK N/a	
31.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023         Attendance list	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul WI √ Feasibility Infrastrul V Appropria	ANN	AMS - feasibility feasibility conesia (Infra AMS - isibility test munikasi In AMS - d feasibility	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √	) President MRP V mmissione MRP - Director c Infra) MRP V	Director of RM √ r of PT In RM √ of Operation RM √	PT Telkor SK N/a frastruktu N/a Dns of F SK N/a	
31.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023         Attendance list         Thursday, May 25 2023         Attendance list	Appropria Access WI √ Due dilig Telekomu WI √ Feasibility Infrastrul WI √ Appropria Strategy	ANN  v gence and unikasi Inde ANN  v y and fea ktur Teleko ANN  v ateness an of PT Telko	AMS - feasibility feasibility onesia (Infra AMS - usibility tes munikasi In AMS √ d feasibility m Access	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √ test (UKK)	) President MRP V mmissione MRP - Director c Infra) MRP V () Director c	Director of RM √ r of PT In RM √ of Operation RM √ of Human (	PT Telkor SK N/a frastruktu SK N/a cons of F SK N/a Capital ar	
31.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023         Attendance list         Thursday, May 25 2023         Attendance list	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul WI √ Appropria Strategy WI √ Appropria	ANN  v gence and unikasi Inde ANN  v y and fea ktur Teleko ANN  v ateness an of PT Telko ANN  v gence and	AMS - feasibility feasibility onesia (Infra AMS - usibility tes munikasi In AMS √ d feasibility m Access AMS - c ams - - - - - - - - - - - - -	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √ test (UKK) IS √ y (UKK)	) President MRP V mmissione MRP - Director c Infra) MRP V () Director c MRP	Pirector of RM √ r of PT In RM √ of Operation RM √ of Human O RM √ of Finance	PT Telkor SK N/a frastruktu SK N/a Dons of F SK N/a Capital an SK N/a	
31. 32. 33.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul WI √ Appropria Strategy WI √ Appropria	ANN  v gence and unikasi Inde ANN  v y and fea ktur Teleko ANN  v ateness an of PT Telko ANN  v gence and	AMS - feasibility feasibility onesia (Infra AMS - usibility tes munikasi In AMS √ d feasibility m Access AMS - c ams - - - - - - - - - - - - -	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √ test (UKK) IS √ y (UKK)	) President MRP V mmissione MRP - Director co Infra) MRP V () Director co MRP V Director co	Pirector of RM √ r of PT In RM √ of Operation RM √ of Human O RM √ of Finance	PT Telkor SK N/a frastruktu SK N/a Dons of F SK N/a Capital an SK N/a	
31. 32. 33.	Attendance listWednesday, May 24 2023Attendance listThursday, May 25 2023Attendance listThursday, May 25 2023Attendance listThursday, May 25 2023Friday, May 26 2023	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul WI √ Appropria Strategy WI √ Due Dili Manager	ANN  V gence and unikasi Inde ANN  V y and fea ktur Teleko ANN  V ateness an of PT Telko ANN  V gence and nent of PT	AMS - feasibility feasibility feasibility a AMS - asibility tes munikasi In AMS √ d feasibility m Access AMS - d Feasibility Infrastruktu AMS	IS √ (UKK) Cc a) IS √ t (UKK) donesia ( IS √ test (UKK) is √ y (UKK) ur Telekor	) President MRP V mmissione MRP - Director of MRP V () Director of MRP V Director of MRP	Director of RM √ r of PT In RM √ of Operation RM √ of Human (C) RM √ of Finance donesia	PT Telkor SK N/a frastruktu SK N/a Capital ar SK N/a and Ris	
31. 32. 33.	Attendance listWednesday, May 24 2023Attendance listThursday, May 25 2023Attendance listThursday, May 25 2023Attendance listThursday, May 25 2023Friday, May 26 2023	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul V Appropria Strategy V Uue Dili Manager V	ANN  gence and unikasi Inde ANN  y and feat ktur Teleko ANN  ateness and of PT Telko ANN  ateness and ateness and ateness and of PT Telko ANN  ateness and ateness ateness and ateness ateness atenes	d feasibility AMS - feasibility onesia (Infra AMS - usibility tes munikasi In AMS √ d feasibility m Access AMS - d Feasibility Infrastruktu AMS √	IS           √           (UKK) Cc           a)           IS           √           t (UKK)           donesia (           IS           √           test (UKK)           IS           √           test (UKK)           IS           √           IS           √           IS           √           IS           √           IS           √           IS           √	) President MRP V mmissione MRP - Director c Infra) MRP V () Director c MRP V Director o nunikasi Inc MRP	Director of RM √ r of PT In RM √ of Operation RM √ of Human O RM √ of Finance donesia RM √	PT Telkor SK N/a frastruktu SK N/a Capital an SK N/a and Ris SK N/a	
31. 32. 33.	Attendance list         Wednesday, May 24 2023         Attendance list         Thursday, May 25 2023         Attendance list         Thursday, May 25 2023         Attendance list         Friday, May 26 2023         Attendance list         Friday, May 26 2023         Attendance list	Appropria Access WI √ Due dilig Telekomu V Feasibility Infrastrul V Appropria Strategy V Uue Dili Manager V Feasibility	ANN  gence and unikasi Inde ANN  y and feat ktur Teleko ANN  ateness and of PT Telko ANN  ateness and ateness and ateness and of PT Telko ANN  ateness and ateness ateness and ateness ateness atenes	d feasibility AMS - feasibility onesia (Infra AMS - usibility tes munikasi In AMS √ d feasibility m Access AMS - d Feasibility Infrastruktu AMS √	IS           √           (UKK) Cc           a)           IS           √           t (UKK)           donesia (           IS           √           test (UKK)           IS           √           test (UKK)           IS           √           IS           √           IS           √           IS           √           IS           √           IS           √	) President MRP V mmissione MRP - Director co Infra) MRP V () Director co MRP V Director o nunikasi Inco MRP V	Director of RM √ r of PT In RM √ of Operation RM √ of Human O RM √ of Finance donesia RM √	PT Telkor SK N/a frastruktu SK N/a Capital an SK N/a Capital an SK N/a and Ris SK	

No.	Date			Meetings	Agenda	Discussion	L	
36.	Monday, May 29 2023	J	ence and t unikasi Indo	5 (	JKK) Busi	ness Direct	or of PT In	frastruktur
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$			$\checkmark$	-	$\checkmark$	N/a
37.	Monday, May 29 2023	Appropri Access	ateness and	d feasibility	test (UKK	) Operation	Director of	PT Telkom
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$		-	$\checkmark$	$\checkmark$	$\checkmark$	N/a
38.	Monday, June 26 2023	LTI imple	mentation	monitoring	g 2022-202	24		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	N/a
39.	Monday, July 10 2023			id feasibilit onesia Inter		IKK) Directo	or of Tech	inology PT
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$		-	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$
40.	Thursday, July 20, 2023		-	-		nce and Ris Sigma Cipta	-	ment of PT
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$			$\checkmark$	$\checkmark$	-	
41.	Tuesday, July 25, 2023	Discussic	n of transfo	ormation up	pdates for	the third q	uarter of 20	023
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$			$\checkmark$	$\checkmark$	$\checkmark$	
42.	Friday, August 11 2023	Discussic	n of propo	sed KPI Cha	anges to (	Collegial Dir	ectors 2023	3
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$	-	$\checkmark$	$\checkmark$	-	$\checkmark$	$\checkmark$
43.	Tuesday, August 22 2023	Further of Directors		of propose	d KPI Ch	anges to th	ne Collegia	al Board of
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$
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
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	-	-	$\checkmark$
45.	Wednesday, August 23 2023	Due dilig	ence and fe	easibility (Uł	KK) Comn	nissioner of	PT Graha S	arana Duta
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
	_	$\checkmark$	$\checkmark$	-	$\checkmark$	$\checkmark$	$\checkmark$	-
46.	Thursday, August 24 2023			d feasibility Sigma Cipt		(K) Director	of Financ	e and Risk
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		$\checkmark$		$\checkmark$	$\checkmark$		_	$\checkmark$

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	· · ·	v	mance targ	v	v		v		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		√	√			√	√			
49.	Wednesday, September 20 2023	· · ·	iscussion c		v	ts and LTI G	rand 2	v		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	-	$\checkmark$	$\checkmark$	-	$\checkmark$	$\checkmark$		
50.	Friday, October 06 2023	Discussio Commiss		roposals/ree Telkom Ace		dations fo	or candio	dates fo		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$			
51.	Friday, October 06 2023	Discussion of proposals/recommendations for President Commissione candidates of PT Dayamitra Telekomunikasi Tbk								
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$		
52.	Wednesday, October 11 2023	Discussio	n of Indivic	lual KPIs of	the Board	d of Directo	rs 2023			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	-	$\checkmark$		
53.	Monday, October 30 2023	Further d	iscussion c	of the 2023 E	Board of D	Directors' In	dividual KF	9		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	-		
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		
		$\checkmark$	-	$\checkmark$	-	$\checkmark$	-	-		
55.	Monday, 13 November 2023	2024 tant	iem budge	et consultat	ion					
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
		$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$		
56.	Thursday, November 23, 2023	Discussio	n of stream	nlining upd	ates for th	ne fourth qu	arter of 20	23		
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		
	_	$\checkmark$	-	$\checkmark$	$\checkmark$	$\checkmark$	-	$\checkmark$		
57.	Monday, 11 December 2023	Discussio	n of KPI KN	VR 2023 and	d propose	d KPI KNR 2	2024			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK		

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

MRP RM SK

Marcelino Rumambo Pandin Rizal Malarangeng Silmy Karim (appointed at June 27, 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

#### Committee for Nomination and Remuneration's Meeting Attendance in 2023

\* 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

