

COMMITTEE FOR NOMINATION AND REMUNERATION

Telkom has Committee for Nomination and Remuneration (KNR) as a form of GCG implementation. This committee is tasked with assisting the Board of Commissioners in fulfilling their responsibilities related to remuneration decisions, submission of Top Talent proposals, and nominations for the Board of Directors and the Board of Commissioners of Subsidiaries. With KNR, Telkom hopes that the selection process and remuneration policy-making can be carried out in accordance with professional and independent considerations without any pressure from other parties.

The establishment of Committee for Nomination and Remuneration (KNR) refers to Financial Service Authority Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration for Issuers or Public Companies and Regulation of the Minister of State-Owned Enterprises Number PER-12/MBU/2012 and its amendments regulates the Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises and PER-5/MBU/09/2022 regarding Implementation of Risk Management in SOEs as an external regulation.

Internally, the provisions regarding KNR are regulated in Committee for Nomination and Remuneration Charter, which is stipulated by Resolution of the Board of Commissioners No. 12/KEP/DK/2021 dated November 29, 2021 regarding Guidelines for the Implementation of Work (Charter) of Committee for Nomination and Remuneration of the Company (Persero) PT Telekomunikasi Indonesia, Tbk. The guidelines contain the working procedures of the KNR whose task is to assist the Board of Commissioners in overseeing 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 Company'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 Company'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 the GMS through the Series A Dwiwarna Shareholder regarding the policy, amount and/or structure of the remuneration of the Board of Directors and the Board of Commissioners by 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;
 - 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.
 - 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 Telekomunikasi 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:

1. 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.
2. 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.

In 2022, KNR Telkom has conducted a Feasibility and Compliance Test for 18 (eighteen) times for 18 (eighteen) management positions (target positions) with 62 candidates in 8 (eight) Subsidiaries, as a follow-up to Letter of Minister of SOE number S.675/MBU/10/2018, dated October 18, 2018.

KNR'S COMPOSITION

Telkom's Board of Commissioners issued Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021 regarding Membership Composition of Committee for Nomination and Remuneration of PT Telekomunikasi Indonesia, Tbk. The Resolution was issued by the Board of Commissioners because it refers to Financial Service Authority Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration of Issuers or Public Companies stipulates that the number of members of Committee for Nomination and Remuneration is at least 3 people with the provision that 1 Chairman who is concurrently a member is an Independent Commissioner, and the other two members may come from members of the Board Commissioners, parties from outside the Company, as well as parties holding managerial positions under the Board of Directors in charge of human resources.

The following table presents information regarding the composition of Telkom's KNR members as of December 31, 2022.

COMMITTEE FOR NOMINATION AND REMUNERATION'S COMPOSITION AS OF DECEMBER 31, 2022

Position	Name and Double Position Status	Basis of Appointment	Term of Service
Chairman	Wawan Iriawan* Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 8, 2020 - Present
Members	Rizal Mallarangeng* Commissioner	Resolution of the Board of Commissioners No.10/KEP/DK/2020 dated June 29, 2020 and updated with Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 29, 2020 - Present
	Arya Mahendra Sinulingga* Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	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. 06/KEP/DK/2021 dated June 8, 2021	May 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. 06/KEP/DK/2021 dated June 8, 2021	May 29, 2019 - Present
	Abdi Negara Nurdin* Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021	June 8, 2021

Remark:

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

KNR'S INDEPENDENCE

Throughout 2022, each member of KNR has acted independently and fulfilled the independence aspect in carrying out their duties, in accordance with the applicable terms and conditions stated in Financial Services Authority Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration of Issuers or Public Companies and Resolution of the Board of Commissioners No. 12/KEP/DK/2021 dated November 29, 2021 regarding Guidelines for Implementation of Work (Charter) of Committee for Nomination and Remuneration of the Company (Persero) PT Telekomunikasi Indonesia, TBK.

KNR'S PERFORMANCE AND IMPLEMENTATION ACTIVITIES

Until the end of 2022, 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. Preparation of the Board of Commissioners Decision Number: 03/KEP/DK/2022/RHS which regulates Key Performance Indicators (KPI) for the Directors collegially and individually in 2022.
2. Amendment to the Resolution of the Board of Commissioners Number: 03KEP/DK/2022/RHS regarding Collegial and Individual Key Performance Indicators (KPI) for Directors of the Company (Persero) as stated in the Board of Commissioners' Decree

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 2022, KNR has held Committee meetings including circular decisions 40 times. The following table presents information of attendance rate of each member at Committee for Nomination and Remuneration meeting in 2022.

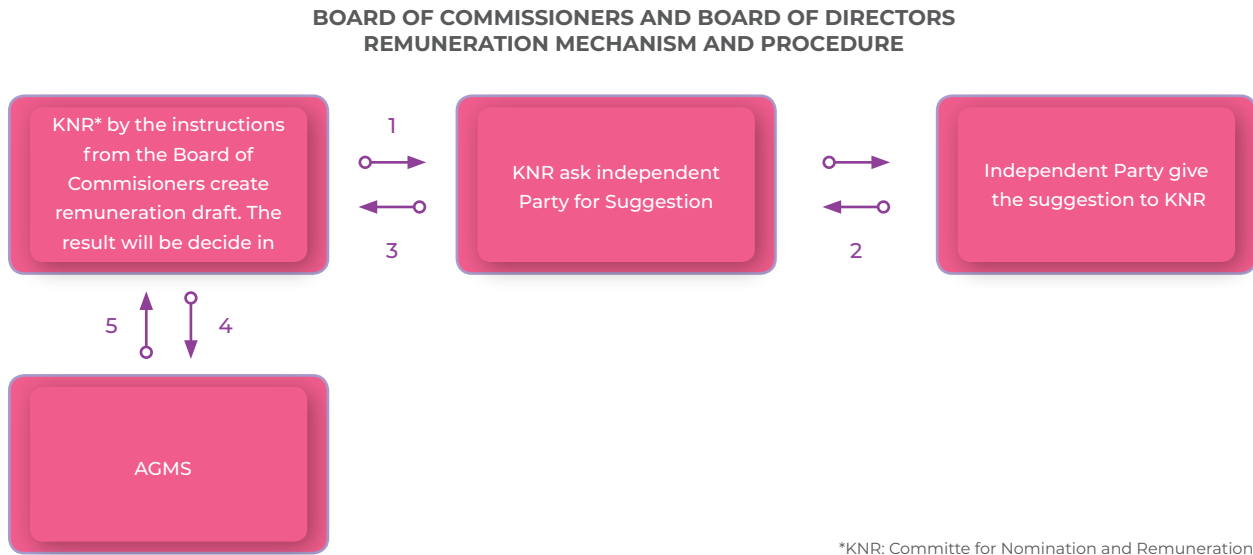
COMMITTEE FOR NOMINATION AND REMUNERATION'S MEETING ATTENDANCE IN 2022

No.	Name	Total of Meetings	Total of Attendance	Percentage of Attendance %
1.	Wawan Iriawan	40	40	100
2.	Abdi Negara Nurdin	40	37	93
3.	Arya Mahendra Sinulingga	40	37	93
4.	Ismail	40	34	85
5.	Marcelino Rumambo Pandin	40	32	80
6.	Rizal Malarangeng	40	32	80

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



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 delegates 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.

REMUNERATION ACCEPTANCE OF THE BOARD OF COMMISSIONERS

In 2022, total remuneration paid by Telkom to all the Board of Commissioners who served in 2022 and previous period is Rp119.259 billion. The following table presents information on the remuneration paid to the Board of Commissioners in 2022.

BOARD OF COMMISSIONERS' RECAPITULATION OF REMUNERATION

No.	Commissioners	Position	Honorary and Other Allowance	Total	
				Tantiem	(Rp million)
1.	Bambang P, S, Brodjonegoro	President Commissioner/ Independent Commissioner	4,046,628,571	8,026,027,397	12,072,655,968
2.	Bono Daru Adji	Independent Commissioner ¹	3,629,080,000	7,223,424,658	10,852,504,658
3.	Abdi Negara Nurdin	Independent Commissioner ¹	3,631,008,571	7,223,424,658	10,854,433,229
4.	Wawan Iriawan	Independent Commissioner ¹	3,627,151,429	12,150,000,000	15,777,151,429

No.	Commissioners	Position	Honorary and Other Allowance	Tantiem		Total
				(Rp million)		
5.	Arya Mahendra Sinulingga	Independent Commissioner	3,627,151,429	7,223,424,657		10,850,576,086
6.	Isa Rachmatarwata	Commissioner ¹	3,627,151,429	7,223,424,657		10,850,576,086
7.	Ismail	Commissioner ¹	3,627,151,429	12,482,073,657		16,109,225,086
8.	Marcelino Rumambo Pandin	Commissioner ²	3,629,080,000	12,482,073,657		16,111,153,657
9.	Rizal Mallarangeng	Commissioner ²	3,631,008,571	12,150,000,000		15,781,008,571
Total			33,075,411,429	86,183,873,341		119,259,284,770

Remarks:

1. Tantiem is declared as gross tantiem, including LTI, which is given to management of the Company who served in 2019 financial year.
2. Remuneration for tantiem rights for Financial Year 2022.

REMUNERATION ACCEPTANCE OF THE BOARD OF DIRECTORS

In 2022, total remuneration paid by Telkom to all the Board of Directors who served in 2022 and previous period is Rp170.957 billion. The following table presents information on the remuneration paid to each Board of Directors in 2022.

BOARD OF DIRECTORS' RECAPITULATION OF REMUNERATION

No.	Directors	Position	Honorary & Other Allowance	Tantiem		Total
				(Rp million)		
1.	Ririek Adriansyah	President Director	6,068,268,800	19,500,000,000		25,568,268,800
2.	Afriwandi	Director of HCM	4,941,000,000	16,575,000,000		21,516,000,000
3.	Heri Supriadi	Director of KMR	4,941,000,000	16,575,000,000		21,516,000,000
4.	FM Venusiana R,	Director of CONS & Acting Director of EBIS	4,941,000,000	16,575,000,000		21,516,000,000
5.	Edi Witjara	Director of EBIS ¹	3,184,088,320	0		3,184,088,320
6.	Herlan Wijanarko	Director of NITS	4,941,000,000	16,575,000,000		21,516,000,000
7.	Muhamad Fajrin Rasyid	Director of DB	4,941,000,000	16,575,000,000		21,516,000,000
8.	Budi Setyawan Wijaya	Director of SP	4,941,000,000	16,575,000,000		21,516,000,000
9.	Bogi Witjaksono	Director of WINS	3,304,350,096	9,804,387,959		13,108,738,055
Total			42,202,707,216	128,754,387,959		170,957,095,175

Remark:

1. Has been out of position since 8 July 2022
The position of EBIS Director is filled by appointing Ms. FM Venusiana R as Acting Director of EBIS in addition to her position as Director of Consumer Service