2. **For Remuneration**
   a. Provide recommendation 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 the Board of Commissioners and then decided in GMS by considering:
      i. Remuneration applicable in the telecommunications industry.
      ii. Duties, responsibilities, and authorities of members of the Board of Directors and/or Board of Commissioners are linked to the achievement of the company's objective and performance.
      iii. Performance target 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, allowances and facilities of a fixed nature as well as variable incentives to the Board of Commissioners at least once a year.
   c. Evaluate the proposed indicator and performance evaluation (Key Performance Indicator) of the Board of Commissioners.
   d. Prepare proposal for individual performance evaluation system (Individual Key Performance Indicator) for members of the Board of Directors.
   e. Compile and monitor the implementation of Performance Achievement Indicators (KPI) both Collegial KPI and Individual KPI of the Board of Directors.
   f. Deliver progress on the realization of Collegial Performance Achievement Indicator (KPI) and Individual KPI of the Board of Directors to shareholder/minister in accordance with statutory regulation.
   g. Conduct evaluation of remuneration policies for employees that require approval/response from the Board of Commissioners.
   h. Prepare a proposal for a competency development program for members of the Board of Directors and/or members of the Board of Commissioners.

Specifically for implementation of the submission of proposal for company representatives who are placed as managers of subsidiaries in 2025, it is carried out by referring to Letter of the Minister of State-Owned Enterprises No. S.675/MBU/10/2018 dated October 18, 2018 regarding Approval of Proposal, Limitation, and/or Criteria for the Authority of the Board of Commissioners of PT Telekomunikasi Indonesia (Persero) Tbk. In the Letter, the division of approval authority regarding the submission of proposal for company representatives who are placed as manager of the company's subsidiaries is carried out as follows:

1. **Authority of Series A Dwiwarna Shareholders, are for:**
   a. President Director and President Commissioner of the company's subsidiaries.
   b. Company management (Directors and Commissioners), with total assets ≥ 50% of the parent company's total assets and/or subsidiary revenue ≥ 50% of the parent company's revenue.
2. **Authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk, is for:**

   Includes submitting proposal for filling the position of Director (other than the President Director) and members of the Board of Commissioners (other than the President Commissioner) in subsidiaries of the company with total assets < 50% of the total assets of the parent company and/or subsidiaries with total revenue of < 50% of the total revenue of the parent company.

As an implementation of the provision in the Letter of the Minister of State-Owned Enterprises Number S.675/MBU/10/2018, dated October 18, 2018, KNR in 2025 will conduct 9 Fit and Compliance Tests for 9 management positions (target positions) with 9 candidates in 6 subsidiaries.

KNR's Composition

OJK Regulation Number 34/POJK.04/2015 regarding Nomination and Remuneration Committee of Issuers or Public Companies stipulates that the Nomination and Remuneration Committee (KNR) must have at least three members. One member, who also serves as the Chair of the KNR, must be an Independent Commissioner, while the other two members may come from the Board of Commissioners, external parties, or management under the Board of Directors. In addition, formation and composition of the KNR membership is also carried out by considering Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and PER-3/MBU/03/2023 dated March 20, 2023 regarding Organ and Human Resource of State-Owned Enterprises. In 2025, as a follow-up to the result of the Company's Annual GMS and Extraordinary GMS held in 2025 which changed the membership composition of the Company's Board of Commissioners, several changes were made to the membership composition of KNR. Based on Resolution of the Board of Commissioners Number 05/KEP/DK/2024 dated February 6, 2024, the membership composition of KNR is as follows:

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 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.	June 8, 2021 - May 27, 2025
Members	**Arya Mahendra Sinulingga** Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021 and updated by Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.	June 8, 2021 - May 27, 2025
	Ismail Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.	May 29, 2019 - September 16, 2025
	Marcelino Rumambo Pandin Independent Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024	May 29, 2019 - May 27, 2025
	Rizal Malarangeng 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. 05/KEP/DK/2024 dated February 6, 2024.	June 29, 2020 - Present
	Silmy Karim Commissioner	Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023 and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.	June 27, 2023 - June 13, 2025

In connection with result of the Company's Annual GMS on May 27, 2025, which changed the membership composition of the Company's Board of Commissioners, based on Regulation of the Board of Commissioners Number 05/KEP/DK/2025 dated June 13, 2025, the membership composition of KNR Telkom is as follows:

Position	Name and Double Position Status	Basis of Appointment	Term of Service
Chairman	**Yohanes Surya** Independent Commissioner	Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.	June 13, 2025 - December 12, 2025
Members	**Ismail** Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019, and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.	May 29, 2019 - September 16, 2025
	Rizal Malarangeng Commissioner	Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.	June 29, 2020 - Present
	Ossy Dermawan Commissioner	Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.	June 13, 2025 - Present