

## BOARD OF COMMISSIONERS' PERFORMANCE ASSESSMENT

Performance of the Board of Commissioners is evaluated by the Shareholders at the AGMS, based on Report on the Performance of the Board of Commissioners which is accounted for for the current financial year. The performance evaluation includes the level of participation of members of the Board of Commissioners in Company meetings and activities, achievement of targets, and work targets, both in carrying out their functions as members of the Board of Commissioners and as Committee members.

In general, the Board of Commissioners is in charge of supervising management policies and the course of management both regarding the Company and the Company's business carried out by the Board of Directors. In addition, the Board of Commissioners is also tasked with providing advice to the Board of Directors, including supervising the implementation of the Company's Long Term Plan, Company's Annual Work Plan and Budget, provisions of the Articles of Association and GMS Resolution, as well as law and regulation, for the benefit of the Company in accordance with the aims and objectives of the Company. These tasks have been formulated in the form of Key Performance Indicators (KPI) for the supervision of the Board of Commissioners whose achievements are evaluated every 3 (three) months. The aggregation of evaluation results in 2021 shows that the Board of Commissioners has carried out its supervisory duties well.

### Board of Commissioners' Performance Assessment Based on KPI Year 2021

Key Performance Indicators	Achievement Score	
	Point	Score
Planning	18	105
Supervision and Direction	28	110
Reporting	18	100
Dynamic	36	100
<b>Point</b>	<b>100</b>	<b>103</b>

In addition, the performance of the Board of Commissioners is also assessed through a GCG assessment, referring to Resolution of Secretary of the Ministry of SOE No. SK-16/S.MBU/2012 regarding Indicators/Parameters of Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in SOE.



## COMMITTEE UNDER BOARD OF COMMISSIONERS' ASSESSMENT

Audit Committee, Nomination and Remuneration Committee, and Planning and Risk Evaluation and Monitoring Committee assist the Board of Commissioners in carrying out their duties. The Committee's performance appraisal is carried out annually by the Board of Commissioners and for 2021, the assessment is carried out with KPI self assessment.. Throughout 2021, these Committees generally performed well, and were able to carry out their duties and responsibilities as presented in the table below.

**Performance of The Committees Under the Board of Commissioners in 2021**

Committees	Score (%)
Audit Committee	100
Committee for Nomination and Remuneration	100
Committee for Planning and Risk Evaluation and Monitoring	100

## BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT

Key Performance Indicator (KPI) is one of the measuring tools that can be used in assessing the performance of the Board of Directors. The formal basis for this assessment is the Minister of SOE Regulation Number: PER-11/MBU/11/2020 dated November 12, 2020 regarding Management Contracts and Annual Management Contracts for Directors of State-Owned Enterprises, which contain:

1. Obligation to sign the Management Contract by the Board of Directors. The Management Contract contains the promise or statement of the prospective members of the Board of Directors, namely that if he/she is reappointed/ reappointed as a members of the Board of Directors, he/she promises to fulfill all the targets set by the GMS/Minister, including KPI that have been previously determined, and apply the principles of Good Corporate Governance.
2. Performance appraisal based on KPI is determined collegially for the President Director, and individually for each member of the Board of Directors.
3. The establishment of five perspectives in collegial preparation of the KPI for the Board of Directors, namely:
  - a. Economic and social values for Indonesia;
  - b. Business model innovation;
  - c. Technology leadership;
  - d. Increased investment; and
  - e. Talent development.

The KPI for the Board of Directors individually consists of Joint/Collegiate KPI and Directorate KPI.

The calculation of the achievement of the Board of Directors KPI is collegially and individually was reviewed by the Public Accountant Office (KAP) which audits Telkom's financial statements. The collegial achievement report of KPI is presented in Board of Directors' Collegiate Assessment section of this Annual Report.