

No.	Training Programs	Organizers	City/Country	Date	Participants
12.	Tax Update, PSAK and Sustainability Reporting 2024	Indonesian Institute of Accountants (IAI)	online	September 24-25, 2024	E. Bambang Suyitno
13.	SPI Talk 2024	FKSPI	Bandung	November 28-29, 2024	Edy Sihotang
14.	"Fraud & Forensic Investigations" PPL 2 IKAI	Indonesian Audit Committee Association (IKAI)	Jakarta	December 3, 2024	E. Bambang Suyitno
15.	Risk Beyond 2024: Sustainable Symphony – Echoes of Change	Enterprise Risk Management Academy (ERMA)	Bali	December 5-6, 2024	E. Bambang Suyitno

Remark:

* Education and Training of Audit Committee members who are members of the Board of Commissioners can be seen in the Education and Training of the Board of Commissioners.

COMMITTEE FOR NOMINATION AND REMUNERATION

The Nomination and Remuneration Committee (KNR) is one of the Committees established by the Board of Commissioners to assist the Board of Commissioners in its supervisory function, especially on nomination and remuneration policies and processes within the Company. In carrying out its duties, KNR acts professionally and independently to ensure that the policies and processes carried out by the Company in the field of nomination and remuneration, both at the level of the Company and its subsidiaries, are in line with the Company's goals and objectives and run in accordance with the principles of good corporate governance and the provisions of applicable laws and regulations.

The establishment and implementation of the duties of the KNR are guided by FSA Regulation No. 34/POJK.04/2014 on the Nomination and Remuneration Committee of Issuers or Public Companies, Regulation of the Minister of SOEs No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

To further regulate the establishment and implementation of the KNR's duties, the Resolution of the Board of Commissioners issued Board of Commissioners No. 14/KEP/DK/2024, dated July 23, 2024, contains the Charter of the Nomination and Remuneration Committee.

KNR's Scope, Duties, and Responsibilities

Based on the Nomination and Remuneration Committee's Charter Guidelines issued through the Resolution of the Board of Commissioners No. 14/KEP/DK/2024 dated July 23, 2024, KNR Telkom has the following scope, duties, and responsibilities:

1. For Nomination

- Conduct periodic reviews of the Company's Talent Management System and monitor and evaluate its implementation;
- Evaluate the talent classification system and procedures carried out by the Board of Directors;
- Evaluate the position of the subsidiary's assets and income against Telkom parent's assets and income as a basis for proposing candidates for the management of the subsidiary to the GMS/Minister. The evaluation will be carried out no later than one month after the implementation of Telkom's AGMS;
- Validate and calibrate the talent proposed by the Board of Directors to the Board of Commissioners/Board of Supervisors (selected talent) to produce a list of talents to be nominated by the Board of Commissioners/Board of Supervisors (nominated talent) to the GMS/Minister;
- Evaluate the Candidate for the Company's Deputy who will be proposed as a member of the Board of Directors or the Board of Commissioners of the Company's subsidiaries, before submitting it to the GMS/Minister;

- f. Evaluate the proposal of the Board of Directors regarding the Company's organizational structure, referring to the principles of good corporate governance;
- g. Assist the Board of Commissioners who co/consult with the Board of Directors in selecting candidates for strategic positions within the Company in accordance with the provisions of the Company's Articles of Association, including the management of subsidiaries and Senior Vice President (SVP) Corporate Secretary;
- h. Provide recommendations to the Board of Commissioners to be submitted to the Series A Shareholders of Dwiwama regarding:
 - 1) Proposed composition of the position of members of the Board of Directors of the Company;
 - 2) Candidates for members of the Board of Directors and Commissioners of subsidiaries in accordance with the threshold;
 - 3) Candidates for President Director and President Commissioner of all subsidiaries of the Company; and
- i. To formulate 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.
- b. Propose remuneration of the Board of Directors and the Board of Commissioners in the form of salaries or honorariums, fixed allowances and facilities as well as variable incentives to the Board of Commissioners at least once a year;
- c. Evaluate the proposed indicators and performance evaluation (Key Performance Indicator) of the Board of Commissioners;
- d. Prepare a proposal for an 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 (KPIs) both Collegial KPIs and Individual KPIs of the Board of Directors;
- f. Convey the progress of the realization of Collegial Performance Indicators (KPIs) and Individual KPIs of the Board of Directors to the Shareholders/Ministers in accordance with the provisions of laws and regulations;
- g. Evaluate the remuneration policy for employees who require approval/response from the Board of Commissioners; and
- h. Prepare a proposal for a competency development program for Members of the Board of Directors and/or Members of the Board of Commissioners.

2. For Remuneration

- a. To provide recommendations to the Board of Commissioners to be submitted to the GMS through the Series A Shareholders of Dwiwama regarding the policy, amount and/or structure of the remuneration of the Board of Directors and the Board of Commissioners by paying attention to:
 - 1) Remuneration applicable in the telecommunications industry;
 - 2) Duties, responsibilities and authorities of members of the Board of Directors and/or the Board of Commissioners to achieve the Company's objectives and performance;
 - 3) Performance targets for each member of the Board of Directors and Board of Commissioners;

Specifically for the implementation of the submission of proposals for the Company's representatives who are placed as Subsidiaries administrators, it is carried out in accordance with the Letter of the Minister of SOEs No. S.675/MBU/10/2018 dated October 18, 2018 regarding the Approval of Proposals, Limitations, and/or Authority Criteria of the Board of Commissioners of PT Telekomunikasi Indonesia (Persero) Tbk. In the Letter, the division of approval authority regarding the submission of proposals for the Company's representatives who are placed as administrators of the Company's Subsidiaries is carried out. as follows:

1. Authority of the Board of Commissioners and Shareholders of Series A Dwiwama

Covering the submission of proposals for filling:

- a. President Director and President Commissioner of the Company's Subsidiaries.

- b. The Company's Board of Directors (Directors and Commissioners), with total assets \geq 50% of the total assets of the Parent and/or the Subsidiary's revenue \geq 50% of the Parent's revenue.

2. Authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk

Includes the submission of proposals to fill the positions of Director (other than President Director) and members of the Board of Commissioners (other than President Commissioner) in the Company's Subsidiaries with total assets < 50% of the total assets of the Parent Company and/or Subsidiaries with < 50% of the total revenue of the Parent Company.

As the implementation of the provisions in the Letter of the Minister of SOEs Number S.675/MBU/10/2018, dated October 18, 2018, KNR in 2024 conducted 16 Feasibility and Compliance Tests for 16 management positions (target positions) with 18 candidates in 6 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, Telkom's Board of Commissioners issued Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024, that stipulated the composition of Telkom's KNR membership as follows:

Committee for Nomination and Remuneration's Composition as of December 31, 2024

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, 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 - present
Members	Arya Mahendra Sinulingga Commissioner	Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021, updated based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024	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. 05/KEP/DK/2024 dated February 6, 2024	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. 05/KEP/DK/2024 dated February 6, 2024	Mei 29, 2019 - present
	Rizal Mallarangeng 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 updated based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024	June 27, 2023 - present

Committee for Nomination and Remuneration Member's Profile Who are Also Members of the Board of Commissioners'

WAWAN IRIAWAN

Chairman of Committee for Nomination and Remuneration

Age 61 years old	Citizenship Indonesian	Domicile Jakarta, Indonesia
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Educational Background

2018	Doctoral degree in Law, Padjajaran University, Indonesia
2005	Master degree in Law, Padjajaran University, Indonesia.
1989	Bachelor Degree in Law, Jenderal Soedirman University, Indonesia

Basis of Appointment

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. 05/KEP/DK/2024 dated February 6, 2024

Concurrent Position

No concurrent positions held

Work Experiences

1999 - 2000	Managing Partner, Iriawan & Co
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Professional Certifications

2023	Qualified Risk Governance Professional (QRGP)
2021	Certification in Audit Committee Practices (CACP)

ARYA MAHENDRA SINULINGGA

Member of Committee for Nomination and Remuneration

Age 54 years old	Citizenship Indonesian	Domicile Tangerang, Indonesia
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Educational Background

1995	Bachelor degree in Civil Engineering, Bandung Institute of Technology, Indonesia
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Basis of Appointment

Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021, updated based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024

Concurrent Positions

2024	Chairman of the North Sumatra PSSI Provincial Association
2023	Member of the Executive Committee of the Indonesian Football Association (PSSI)
2021	General Secretary, Bandung Institute of Technology Alumni Association
2021	Advisory Board of the Central Board of the Indonesian Engineers Association
2020	Member of the Board of Trustees, University of North Sumatra
2019	Special Staff III, Minister of State-Owned Enterprises (SOEs)

Work Experiences

2019 - 2021	Commissioner, PT INALUM
2018 - 2019	Corporate Secretary Director, PT MNC Tbk
2017 - 2018	President Commissioner, PT MNC Infotainment
2015 - 2018	President Director, PT IDX Channel
2015 - 2018	Deputy Director, iNews TV

ARYA MAHENDRA SINULINGGA**Member of Committee for Nomination and Remuneration**

2014 - 2019	President Commissioner, PT Hikmat Makna Aksara (Sindo Weekly)
2014 - 2019	News Director, PT MNC, Tbk
2014 - 2018	Director, PT MCI
2014 - 2015	Director, PT MNC Investama Tbk
2014 - 2015	Editor-in-Chief, RCTI
2011 - 2014	Editor-in-Chief, Global TV
2010 - 2018	Director of News & Corporate Secretary, Global TV
2010 - 2014	Corporate Secretary, PT MNC Tbk
2008 - 2014	President Director, PT Hikmat Makna Aksara (Sindo Weekly)
2008 - 2014	Corporate Secretary, PT Global Mediacom Tbk
2007 - 2015	Corporate Secretary of PT MNC Sky Visison
2004 - 2007	Member, North Sumatra Regional Indonesian Broadcasting Commission
2001 - 2004	Expert Staff, Chairman of the Regional House of Representatives and Spatial Planning Consultant of North Sumatra Province
1995 - 2001	Drainage & Marine Consultant, Bandung

Professional Certifications

2023	Qualified Risk Governance Professional (QRGP)
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ISMAIL**Member of Committee for Nomination and Remuneration**

Age 55 years old	Citizenship Indonesian	Domicile Jakarta, Indonesia
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Educational Background

2010	Doctoral degree in Electrical Engineering and Informatics, Bandung Institute of Technology, Indonesia
1999	Master degree in Electrical Engineering, University of Indonesia, Indonesia
1993	Bachelor degree in Engineering Physics, Bandung Institute of Technology, Indonesia

Basis of Appointment

Resolution of the Board of Commissioners No. 06/KEP/DK/2019, December 17, 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

Concurrent Positions

2025	General Secretary of the Ministry of Communication and Digital
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Work Experiences

2023 - 2025	Chairman of MASTEL Supervisory Board
2021 - 2023	Acting Director General of Post and Information Technology, Ministry of Communication and Information Technology
2018 - 2019	Chairman, Indonesian Telecommunications Regulatory Agency (BRTI)
2016 - 2025	General Director of Resources and Postal and Informatics Devices, Ministry of Communication and Informatics of the Republic of Indonesia
2014 - 2016	Director of PPKU Special Telecommunications/Broadband Development, Ministry of Communication and Information of the Republic of Indonesia
2012 - 2014	Director of Telecommunications, Directorate General of Post and Information Administration, Ministry of Communication and Information of the Republic of Indonesia
2008 - 2012	Director of IT System Operations, Financial Transaction Reporting and Analysis Center (PPATK)

ISMAIL**Member of Committee for Nomination and Remuneration****Professional Certifications**

2024	Chartered Accountant, Ikatan Akuntan Indonesia
2024	Certificate in Accounting, Finance Business (CAFB) Professional Level, Ikatan Akuntan Indonesia
2024	Certificate in Accounting, Finance Business (CAFB) Advanced Level, Ikatan Akuntan Indonesia
2023	Qualified Risk Governance Professional (QRGP)
2021	Certification in Audit Committee Practices (CACP)
2012	Computer Emergency Response Team (CERT), Carnegie Mellon - USA
2010	Certified Information System Security Professional (CISSP), INIXINDO
2010	Certified Data Center Professional (CDCP), INIXINDO
2010	Certified Information Technology Manager (CITM), INIXINDO

MARCELINO RUMAMBO PANDIN**Member of Committee for Nomination and Remuneration**

Age 59 years old	Citizenship Indonesian	Domicile Jakarta, Indonesia
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Educational Background

2007	Ph.D. of Technology and Innovation, The University of Queensland, Australia
2005	Graduate Diploma in Company Director Course, Australian Institute of Company Director (GAICD), Australia
2003	Diploma in Company Direction (Chartered Director Level II), The Institute of Directors (IoD), London, Inggris
1999	Master of Philosophy, Judge Business School University of Cambridge, Inggris
1991	Bachelor of Architectural Engineering, Bandung Institute of Technology, Indonesia

Basis of Appointment

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. 05/KEP/DK/2024 dated February 6, 2024

Concurrent Position

No concurrent positions held

Work Experiences

2018 - 2019	Committee, World Observatory on Subnational Government Finance, and Investment OECD Paris, France
2017 - 2019	Senior Policy Advisor on City Finance, United City and Local Government (UCLG) Asia Pacific

Professional Certifications

2024	Chartered Accountant, Ikatan Akuntan Indonesia
2024	Certificate in Accounting, Finance Business (CAFB) Advanced Level, Ikatan Akuntan Indonesia
2024	Certificate in Accounting, Finance Business (CAFB) Professional Level, Ikatan Akuntan Indonesia
2023	Qualified Risk Governance Professional (QRGP)
2020	Certification in Audit Committee Practices (CACP)
2015	The Company Directors' Course (CDC)
2014	The Company Directors' Course (CDC)

RIZAL MALLARANGENG

Member of Committee for Nomination and Remuneration

Age 60 years old	Citizenship Indonesian	Domicile Jakarta, Indonesia
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Educational Background

2000	Doctoral Comparative Politics, Ohio State University, United States of America
1994	Magister Comparative Politics, Ohio State University, United States of America
1990	Bachelor degree in Communication Science, Gadjah Mada University, Indonesia

Basis of Appointment

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

Concurrent Positions

2020	Commissioner, PT Energi Mega Persada
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Work Experiences

2001 - 2020	Executive Director, Freedom Institute
2016	Founder, Freedom Corp
2009	Founder, Fox Indonesia
2008 - 2012	Director of IT System Operations, Financial Transaction Reporting and Analysis Center (PPATK)

Professional Certifications

2023	Qualified Risk Governance Professional (QRGP)
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SILMY KARIM

Member of Committee for Nomination and Remuneration

Age 50 years old	Citizenship Indonesian	Domicile Jakarta, Indonesia
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Educational Background

2014	Defense Management, Naval Postgraduate School (NPS), United States of America
2012	Advance Security, George C. Marshall European Center for Security Studies, Germany
2012	NATO School, Germany
2012	National and International Defense, United States of America
2010	Georgetown University, GLS, Washington D.C, United States of America
2007	Master degree in Economics, Universitas Indonesia, Indonesia
1997	Bachelor degree in Economics, Universitas Trisakti, Indonesia

Basis of Appointment

Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023, update based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024

Concurrent Positions

2024	Deputy Minister of Immigration and Correctional Affairs
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Work Experiences

2023 - 2024	General Director of Immigration of the Republic of Indonesia, Ministry of Law and Human Rights
2018 - 2023	President Director, PT Krakatau Steel (Company) Tbk
2016 - 2019	Commissioner, PT GE Power Solution Indonesia
2016 - 2018	President Director, PT Barata Indonesia (Persero)

SILMY KARIM**Member of Committee for Nomination and Remuneration**

2015 - 2016	President Commissioner, MAN Diesel & Turbo Indonesia
2014 - 2016	President Director, PT Pindad (Persero)
2011 - 2014	Commissioner, PT PAL Indonesia (Persero)
2010 - 2011	Special Advisor to the Indonesian Investment Coordinating Board
Professional Certifications	
2023	Qualified Risk Governance Professional (QRGP)

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 Regulation of the Minister of SOEs No. PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises, and Resolution of the Board of Commissioners No. 14/KEP/DK/2024 dated July 23, 2024 on the Charter of the Nomination and Remuneration Committee of PT Telekomunikasi Indonesia Tbk.

KNR'S Performance and Implementation Activities

In 2024, KNR will carry out the following activities:

1. Committee Meeting, which includes:
 - a. KNR Internal Meeting, as many as 3 times, which included discussions on i) Changes to the 2024 Collegial Board of Directors KPI targets, InfraCo Candidate updates, Pefindo updates, ii) Telkom Top Talent 2024, and iii) 2024 Collegial Board of Directors KPIs.
 - b. Committee Meeting with external parties, with the following agenda details:
 - i. Organizational changes, 2 times, each for i) Directorate of Human Capital Management and Directorate of Finance and Risk Management, ii) Corporate Communication & Investor Relations.
 - ii. Discussion of transformation progress 4 times, namely for Quarter I, II, III 2024 and B2B Strengthening.

- iii. The discussion of the progress of subsidiary streamlining was carried out 2 times, namely for the first and second quarters of 2024.
 - iv. InfraCo manning 1 time.
 - v. Discussion of KPI proposals for the Collegial Board of Directors, 3 times, including 1 time with the Ministry of SOEs
 - vi. Submission of CEO salary survey results by Independent Consultants, 1 time.
 - vii. Remuneration was discussed 2 times, namely i) the 2023 tantiem proposal and 2024 remuneration, and ii) the 2025 remuneration budget of the Company's management.
 - viii. LTI consultation with the Ministry of SOEs.
- c. The meeting was held in the context of the Feasibility and Propriety Test, which was held through 4 meetings which included 16 feasibility and propriety tests for filling 16 positions in 6 subsidiaries, namely PT Sigma Cipta Caraka, PT Multimedia Nusantara, PT Graha Sarana Duta, PT Infrastruktur Telekomunikasi Indonesia, PT Telkom Data Ecosystem, and PT Telekomunikasi Indonesia International.
- (A more detailed explanation of the KNR meeting can be seen in the KNR Meeting section).
2. Monitoring the development of FMCs in Telkom Regional I (January 29-30, 2024), Telkom Regional II (February 22-23, 2024), Telkom Regional V (March 4-5, 2024), Telkom Regional III (March 25, 2024), Telkom Regional IV (May 21, 2024), Telkom Regional VI (July 2-3, 2024), Telkom Regional V (formerly Telkom Regional VII, December 10, 2024).

KNR's Meetings Policy

Based on the Financial Service Authority's Regulation Number 34/POJK.04/2014 regarding the Nomination and Remuneration Committee, KNR meetings must be held at least once every 4 (four) months. However, the Charter of the Nomination and Remuneration Committee issued through the Decision of the Board of Commissioners Number 14/KEP/DK/2024 dated July 23 outlines that the KNR meeting must be held at least once every 2 (two) months.

KNR'S Meetings

During 2024, KNR Telkom has conducted Committee meetings, including circular resolutions as many as 24 times.

KNR Meeting's Agenda

No	Date	Meeting Agenda/Discussion						
1.	Monday, January 8, 2024	Organizational Change in HCM and KMR						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	✓	✓	✓	✓	✓	✓
2.	Tuesday, January 9, 2024	Propriety and Feasibility Test (UKK) of Business & Sales Director of PT Sigma Cipta Caraka						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	-	✓	✓	✓	✓	✓
3.	Thursday, January 18, 2024	Transformation in the First Quarter of 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	✓	-	✓	✓	✓	-
4.	Monday, February 12, 2024	InfraCo Manoeuvring						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
5.	Tuesday, February 20, 2024	1. Changes in KNR Collegial KPI Targets in 2024 2. InfraCo Board of Directors Candidate Update 3. Update Pefindo 4. Proposed Statement Letter of the Board of Directors						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
6.	Monday, February 26, 2024	Subsidiary Streamlining Triwulan I 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	-	-
7.	Thursday, February 29, 2024	KPI of the 2024 Collegial Board of Directors						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
8.	Friday, March 1, 2024	Top Talent Telkom 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
9.	Tuesday, March 5, 2024	Propriety and Feasibility Test (UKK) of Infraco’s Board of Directors						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	-	✓

No	Date	Meeting Agenda/Discussion						
10.	Wednesday, March 13, 2024	Discussion of the 2024 Collegial Board of Directors KPI Proposal						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
11.	Thursday, March 14, 2024	Telkom Collegial KPI Consultation in 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	-	-	✓	✓
12.	Tuesday, April 2, 2024	Submission of CEO Salary Survey Results by Korn Ferry Consultant						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	-	✓	✓
13.	Thursday, April 4, 2024	Proposed Tantiem 2023 and Remuneration 2024 of the Company's Management						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
14.	Thursday, April 4, 2024	Submission of KPI of Individual Directors 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
15.	Monday, May 13, 2024	Propriety and Feasibility Test (UKK) 1. President Director of PT Multimedia Nusantara; 2. Director of Business & Digital Transformation of PT Multimedia Nusantara; 3. President Director PT Graha Sarana Duta; 4. Director of Finance & Risk Management of PT Graha Sarana Duta; 5. President Director of PT Sigma Cipta Caraka;						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
16.	Tuesday, May 14, 2024	Propriety and Feasibility Test (UKK) 1. President Director of PT Infrastruktur Telekomunikasi Indonesia; 2. Director of Finance and Risk Management of PT Telkom Data Ecosystem; 3. Director of Delivery and Operation PT Sigma Cipta Caraka; 4. Director of Technology of PT Telekomunikasi Indonesia International.						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	-	✓	✓	✓	✓
17.	Tuesday, May 21, 2024	Transformation in the Second Quarter of 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	-	-	✓
18.	Monday, May 27, 2024	Subsidiary Streamlining Triwulan II 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	-	✓
19.	Tuesday, July 16, 2024	Organizational Transformation and B2B Strengthening						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	-
20.	Wednesday, August 7, 2024	TW III Transformation Update in 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓

No	Date	Meeting Agenda/Discussion						
21.	Wednesday, August 21, 2024	Discussion of Proposed Corporate Communication & Investor Relations Transformation						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	-	✓	✓	✓
22.	Monday, November 11, 2024	Discussion of the Company's Management Remuneration Budget for 2025						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
23.	Thursday, November 14, 2024	KPI Consultation for Telkom Collegial Directors in 2024 Ministry of SOEs						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓
24.	Tuesday, November 26, 2024	Long Term Incentive (LTI) Consultation with the Ministry of SOEs						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		✓	N/A	✓	✓	✓	✓	✓

Remark:

WI	Wawan Iriawan	IS	Ismail	RM	Rizal Mallarangeng
AMS	Arya Mahendra Sinulingga	MRP	Marcelino Rumambo Pandin	SK	Silmy Karim (appointed on June 27, 2023)
ANN	Abdi Negara Nurdin				

Committee for Nomination and Remuneration’s Meeting Attendance in 2024

No.	Name	Position	Number of Meetings	Number of Attendance	Percentage of Attendance (%)
1.	Wawan Iriawan	Chairman	24	24	100%
2.	Arya Mahendra Sinulingga	Member	24	22	92%
3.	Ismail	Member	24	22	92%
4.	Marcelino Rumambo Pandin	Member	24	21	88%
5.	Rizal Mallarangeng	Member	24	20	83%
6.	Silmy Karim	Member	24	22	92%
7.	Abdi Negara Nurdin*	Member	3	2	67%

Remark:

* Abdi Negara Nurdin before resigning on January 19, 2024.

Policies and Implementation of Succession of Directors

The succession mechanism of the SOE Board of Directors is regulated in the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises. Based on the Regulation of the Minister of SOEs, the Board of Directors of SOEs submits the List of Selected Talents (selected talent) to the Board of Commissioners, which is then based on the evaluation of the List of Selected Talents carried out by the Board of Commissioners with the assistance of KNR to the Board of Directors who are currently in office, the Board of Commissioners will send the results of the evaluation as Nominated Talent to the Chairman of the Telecommunication and Media Services Cluster which in the 2024 period will be held by President Commissioner of PT Telekomunikasi Indonesia (Persero) Tbk. Furthermore, the Chairman of the Telecommunication and Media Services Cluster submitted the List of Nominated Talents from all members of the Telecommunication and Media Services Cluster to the Minister of SOEs.

KNR with reference to the Guidelines for the Implementation of the Work of the Nomination and Remuneration Committee whose preparation is guided by the Regulation of the Minister of SOEs above, in the process of succession of the SOE Board of Directors carries out the following matters:

- a. Conduct periodic reviews of the Company's Talent Management System as well as monitoring and evaluation of its implementation;
- b. Evaluate the talent classification system and procedures carried out by the Board of Directors;
- c. Validate and calibrate the talent proposed by the Board of Directors to the Board of Commissioners (selected talent) to produce a list of talents that will be nominated by the Board of Commissioners (nominated talent) to be proposed in the GMS/Minister;

- d. Provide recommendations to the Board of Commissioners to be submitted to the Series A Shareholders Dwiwama regarding the proposed composition of the positions of members of the Company's Board of Directors; and
- e. Develop policies and criteria needed in the nomination process for prospective members of the Board of Directors.

Remuneration of the Board of Commissioners and the Board of Directors

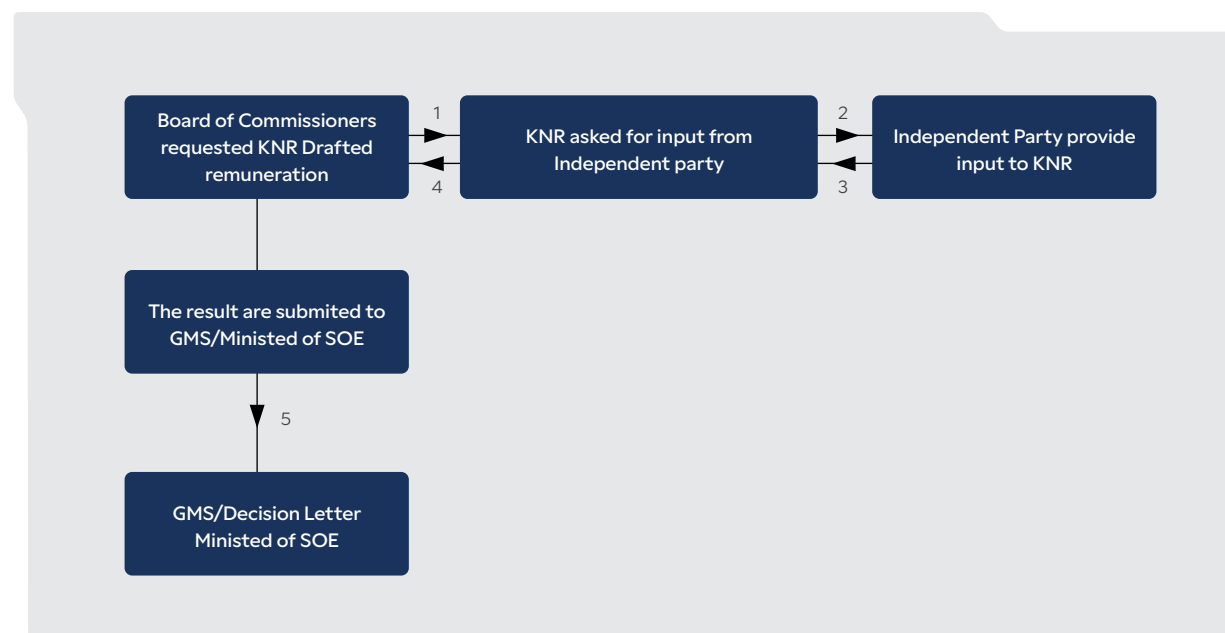
The provision of remuneration for members of Telkom's Board of Commissioners and Board of Directors is prepared in accordance with the Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises and then followed up with the Resolution of the Board of Commissioners Number 03/KEP/DK/2024 regarding the Income of Members of the Board of Directors and Board of Commissioners. Guided by the provisions mentioned above, the remuneration of the Board of Commissioners has components consisting of:

1. Honorarium
2. Allowances, which consist of:
 - a. Holiday allowance;
 - b. Transportation allowance; and
 - c. Retirement insurance.
3. Facilities, which consist of:
 - a. Health facilities; and
 - b. Legal aid facilities.
4. Tantiem/Performance Incentives/Special Incentives
5. Long Term Incentive/LTI

The remuneration for members of the Board of Directors has components consisting of:

1. Honorarium
2. Allowances, which consist of:
 - a. Holiday allowance;
 - b. Housing allowance; and
 - c. Retirement insurance.
3. Facilities, which consist of:
 - a. Health facilities;
 - b. Vehicle facilities; and
 - c. Legal aid facilities.
4. Tantiem/Performance Incentives/Special Incentives
5. Long Term Incentive/LTI

Procedure and Mechanism of Remuneration of the Board of Commissioners and 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; and
5. The GMS can give the 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.

In 2023, the Minister of SOE issued Regulation of the Minister of State-Owned Enterprises No. Per-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises (Permen 3 SOE). Telkom has confirmed the implementation of Permen 3 SOE in Telkom areas through the GMS

Resolution for the 2022 financial year. One of the things regulated in the Minister of State-Owned Enterprises Regulation Permen 3 the provision for postponing the payment of part of the tantiem, and Long-Term Incentive (LTI) to the Board of Directors and Board of Commissioners.

Remuneration Acceptance of the Board of Commissioners

The total remuneration paid by Telkom to all Board of Commissioners who served in 2024, and the previous period was Rp109,481 billion. The following table presents details of the Board of Commissioners' remuneration in 2024.

Board of Commissioners Remuneration Recapitulation for 2024

No	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transport Allowance	Tantiem Financial Year 2023	Total
			Rp				
1.	Bambang Permadi Soemantri Brodjonegoro	President Commissioner/ Independent Commissioner	2,397,600,000	199,800,000	479,520,000	9,591,947,066	12,668,867,066
2.	Wawan Iriawan	Independent Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
3.	Bono Daru Adji	Independent Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
4.	Marcelino Rumambo Pandin	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
5.	Ismail	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
6.	Rizal Mallarangeng	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
7.	Isa Rachmatarwata	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
8.	Arya Mahendra Sinulingga	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,260
9.	Silmy Karim	Commissioner	2,157,840,000	179,820,000	431,568,000	5,012,438,252	7,781,666,252
10.	Abdi Negara Nurdin ¹⁾	Independent Commissioner	179,820,000	0	35,964,000	9,001,292,324	9,217,076,324
Total			19,840,140,000	1,638,360,000	3,968,028,000	84,034,944,162	109,481,472,162

Remark:

* All remuneration of the Board of Commissioners are included tax.

¹⁾ Honorarium and transportation allowances for January 2024

Remuneration Acceptance of the Board of Directors

The total remuneration paid by Telkom to all Board of Directors who served in 2024, and the previous period was Rp206,383 billion. The following table presents details of the Board of Directors’ remuneration in 2024:

Board of Directors’ Recapitulation of Remuneration 2024

No	Directors	Position	Salary	Religious Holiday Allowance (THR)	Transport Allowance	Tantiem Financial Year 2023	Total
			Rp				
1.	Ririek Adriansyah	President Director	5,328,000,000	444,000,000	300,000,000	21,315,437,925	27,387,437,925
2.	Herlan Wijanarko	Director of Network & IT Solution	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
3.	Bogi Witjaksono	Director of Wholesale & International Service	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
4.	FM Venusiana R.	Director of Enterprise & Business Service	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
5.	Heri Supriadi	Director of Keuangan & Manajemen Risiko	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
6.	Afriwandi	Director of Human Capital Management	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
7.	Budi Setyawan Wijaya	Director of Strategic Portfolio	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
8.	Muhamad Fajrin Rasyid	Director of Digital Business	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
9.	Honesti Basyir ¹⁾	Director of Group Business Development	4,528,800,000	377,400,000	300,000,000	10,519,932,136	15,726,132,136
Total			41,558,400,000	3,463,200,000	2,700,000,000	158,662,225,713	206,383,825,713

Remark:

* All remuneration of the Board of Directors are included tax.

¹⁾ Tantiem for the period of May 30 to December 31, 2023.