

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.