SILMY KARIM						
Member of Committee for Nomination and Renumeration						
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:
 - 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.

 $\label{thm:consultation} \mbox{\sc with the Ministry of SOEs.}$

- 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

Νo	Date		Meeting Agenda/Discussion											
1.	Monday, January 8, 2024	Organi	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	Transfo	ormation in t	he First Qu	arter of 20)24								
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK						
		✓	✓	-	√	✓	✓	-						
4.	Monday, February 12, 2024	InfraCo	Manoeuvrir	ng										
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK						
		✓	N/A	√	✓	✓	√	✓						
5.	Tuesday, February 20, 2024	2. Infra 3. Upd	 Changes in KNR Collegial KPI Targets in 2024 InfraCo Board of Directors Candidate Update Update Pefindo Proposed Statement Letter of the Board of Directors 											
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK						
		√	N/A	✓	✓	✓	✓	✓						
ó.	Monday, February 26, 2024	Subsid	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												
3.		WI	ANN	AMS	IS	MRP	RM	SK						
3.	Attendance list			,	✓	√	√							
3.	Attendance list	✓	N/A	✓	· ·	<u>'</u>	Propriety and Feasibility Test (UKK) of Infraco's Board of Directors							
	Attendance list Tuesday, March 5, 2024		*	•	-	•	d of Directo	√ ors						
3. D.			*	•	-	•	d of Directo							

	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	Submis	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	Propos Manage		2023 and R	emunerati	on 2024 of t	he Compa	ny's			
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		✓	N/A	✓	✓	✓	✓	✓			
14.	Thursday, April 4, 2024	Submis	sion of KPI c	of Individual	Directors	2024					
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK			
		√	N/A	✓	✓	✓	✓	✓			
				or PT Graha		,					
		4. Direc		ce & Risk M	anagemen	t of PT Grah	a Sarana D	uta;			
	Attendance list	4. Direc	tor of Finan	ce & Risk M	anagemen	t of PT Grah	a Sarana D RM	uta; SK			
	Attendance list	4. Direc 5. Presi	tor of Finandent Directo	ce & Risk M or of PT Sign	anagemen ma Cipta C	t of PT Grah Caraka;					
16.	Attendance list Tuesday, May 14, 2024	4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct	ANN N/A ty and Feasi dent Directo tor of Financtor of Delive	ce & Risk M. or of PT Sign AMS ✓ bility Test (lor of PT Infr. ce and Risk ery and Ope	anagemen IS ✓ UKK) astruktur Managemeration PT	t of PT Grah Caraka; MRP	RM ✓ asi Indones kom Data I Caraka;	SK ✓ sia; Ecosystem;			
16.		4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct	ANN N/A ty and Feasi dent Directo tor of Financtor of Delive	ce & Risk M. or of PT Sign AMS ✓ bility Test (lor of PT Infr. ce and Risk ery and Ope	anagemen IS ✓ UKK) astruktur Managemeration PT	t of PT Grah Caraka; MRP	RM ✓ asi Indones kom Data I Caraka;	SK ✓ sia; Ecosystem;			
6.	Tuesday, May 14, 2024	4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct 4. Direct	ANN N/A ty and Feasi dent Director tor of Finantor of Delive	AMS ✓ bility Test (lor of PT Infrace and Risk ery and Operation of PT Infrace and Operation of PT Infrace and Risk ery and Operation of PT Infrace and Operation of PT Infrared Infrare	IS V UKK) astruktur Managem Pration PT Telekomu	t of PT Grah Caraka; MRP	RM ✓ asi Indones kom Data I Caraka; esia Interna	SK ✓ ia; Ecosystem; ational.			
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	Tuesday, May 14, 2024 Attendance list	4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct 4. Direct WI ✓	ANN N/A ty and Feasi dent Director tor of Financtor of Delive tor of Techn ANN N/A	AMS billity Test (I) ce and Risk ery and Operology of PT AMS -	anagemen na Cipta C IS ✓ UKK) astruktur Managem Fration PT Telekomu IS ✓	t of PT Grah Caraka; MRP Telekomunikent of PT Tel Sigma Cipta Inikasi Indon MRP	RM	SK ✓ iia; Ecosystem; ational.			
	Tuesday, May 14, 2024 Attendance list Tuesday, May 21, 2024	4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct 4. Direct WI ✓ Transfo	ANN N/A ty and Feasi dent Directo tor of Finan tor of Delive tor of Techn ANN N/A wrmation in t	AMS	IS ✓ JKK) astruktur Managemeration PT Telekomu IS ✓ Quarter of	t of PT Grah Caraka; MRP Felekomunik ent of PT Tel Sigma Cipta inikasi Indon MRP	RM √ asi Indones kom Data I Caraka; esia Interna RM √	SK ✓ sia; Ecosystem; ational. SK			
117.	Tuesday, May 14, 2024 Attendance list Tuesday, May 21, 2024	4. Direct 5. Presi WI ✓ Proprie 1. Presi 2. Direct 3. Direct 4. Direct WI ✓ Transfo	tor of Finandent Director ANN N/A ty and Feasident Director ctor of Financtor of Delivetor of Technology ANN N/A ormation in t	AMS - he Second	IS V JKK) astruktur Managemeration PT Telekomu IS V Quarter of IS √	t of PT Grah Caraka; MRP V Telekomunik ent of PT Tel Sigma Cipta inikasi Indon MRP V F 2024 MRP	RM	SK √ sia; Ecosystem; ational. SK √ SK			
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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	√	√	√	√	√	

 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.