

- 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).