

## 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