

## BOARD OF COMMISSIONERS' PERFORMANCE ASSESSMENT

The performance assessment of Telkom's Board of Commissioners is carried out based on an evaluation of the achievement of Key Performance Indicators (KPIs) formulated from the main duties of the Board of Commissioners, including overseeing the policies and management of the Company by the Board of Directors, providing advice to the Board of Directors, and managing the implementation of the Company's Long-Term Plan, Annual Work Plan and Budget, provisions of the Articles of Association, GMS Decisions, and laws and regulations in accordance with company objectives. KPI evaluation is conducted annually, and the evaluation results in 2024 show that the Board of Commissioners has performed its duties well.

### Board of Commissioners' Performance Assessment Based on KPI Year 2024

Key Performance Indicators (KPI)	Achievement Score	
	Point (%)	Score (%)
Planning	20	115
Supervision and Direction	36	115
Reporting	16	85
Dynamic	28	100
<b>Point (%)</b>	<b>100</b>	<b>105</b>

## COMMITTEE UNDER BOARD OF COMMISSIONERS' ASSESSMENT

The Board of Commissioners, in carrying out its duties, is assisted by the Audit Committee, Nomination and Remuneration Committee, Planning and Risk Evaluation and Monitoring Committee, and Integrated Governance Committee. The Board of Commissioners assesses the performance of the committees under it annually, and in 2024, the assessment was conducted with a KPI self-assessment. In general, the committees performed their duties and responsibilities well throughout 2024.

### Performance of The Committees Under the Board of Commissioners in 2024

Committees	Score (%)
Audit Committee	100%
Committee for Nomination and Remuneration	100%
Committee for Planning and Risk Evaluation and Monitoring	100%
Integrated Governance Committee	100%

## BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT

One of the measuring tools that can be used to assess the performance of the Board of Directors is the Key Performance Indicator (KPI) based on the Regulation of the Minister of SOE No.PER-3/MBU/03/2023 dated March 20, 2023, regarding Organs and Human Resources of State-Owned Enterprises, which contain:

1. Obligation to sign the Management Contract by the Board of Directors. The Management Contract contains promises or statements from prospective members of the Board of Directors, namely that if they are appointed/re-appointed as members of the Board of Directors, they promise, among other things, to fulfill all targets set by the GMS/Minister, including KPIs that have been previously determined, and implement the principles of Good Corporate Governance (GCG).
2. Performance appraisal based on KPI is determined collegially for the President Director, and individually for each member of the Board of Directors.
3. The establishment of five perspectives in collegial preparation of the KPI for the Board of Directors, namely:
  - a. Economic and social values for Indonesia;
  - b. Business model innovation;
  - c. Technology leadership;
  - d. Increased investment; and
  - e. Talent development.

At the end of each third quarter, the Minister of SOEs Seri A Dwiwarna Shareholder submits a Shareholder Aspiration letter containing strategic and tactical directions, performance targets, risk management policies, and KPI parameters that can be selected as components of the KPI of the Board of Directors collegially and individually. The achievement of the KPIs of the Board of Directors is calculated collegially and individually and reviewed by the Public Accounting Firm (KAP) that audits Telkom's financial statements.