

Performance Evaluation of the Board of Commissioners and Board of Directors

Telkom implements a self-assessment policy for evaluating the performance of the Board of Commissioners. The Nomination and Remuneration Committee (KNR) conducts the assessment based on collegial key performance indicators (KPIs), which are derived from the core responsibilities of the Board of Commissioners. These responsibilities include supervising the Company's management policies and operations executed by the Board of Directors, providing guidance, and ensuring compliance with the Company's Long-Term Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Strategic Scenario (CSS), and applicable laws and regulations. The performance evaluation results are subsequently reported to Shareholders at the GMS.

Unlike the evaluation of Board of Commissioners, the Board of Directors' performance evaluation is conducted through a self-assessment by each member, measuring both individual and collegial KPI achievements. These results are reviewed annually by a Public Accounting Firm that audits Telkom's financial statements. The achievement report is presented to the Board of Commissioners and the Ministry of SOEs. The Public Accounting Firm review encompasses the methodology and consistency of KPI assessments for the Board of Directors. In 2024, the review confirmed no inconsistencies. [\[GRI 2-18\]](#)

Remuneration Policy

The remuneration framework for Telkom's Board of Commissioners and Board of Directors is established in accordance with the Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 concerning SOE Organs and Human Resources. This is further reinforced by the Board of Commissioners' Decree Number 03/KEP/DK/2024 regarding remuneration entitlements.

The remuneration components for the Board of Commissioners include:

1. Honorarium
2. Allowances, including:
 - a. Religious Festival allowance;
 - b. Transportation allowance; and
 - c. Retirement insurance.
3. Facilities, including:
 - a. Health facilities; and
 - b. Legal aid facilities
4. Tantiem/Performance Incentives/Special Incentives
5. Long-Term Incentive (LTI) from the companies following performance and governance standards and aligned with international best practices

The remuneration components for members of the Board of Directors consists of:

1. Salary
 2. Allowances, including:
 - a. Religious Festival allowance;
 - b. Housing allowance; and
 - c. Retirement insurance.
 3. Facilities, including:
 - a. Health facilities;
 - b. Vehicle facilities; and
 - c. Legal aid facilities
 4. Tantiem/Performance Incentives/Special Incentives
 5. Long-Term Incentive (LTI) from the companies following performance and governance standards and aligned with international best practices
- [\[GRI 2-19\]](#)