

- 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	<b>Wawan Iriawan</b> 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	<b>Arya Mahendra Sinulingga</b> 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
	<b>Ismail</b> 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
	<b>Marcelino Rumambo Pandin</b> 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
	<b>Rizal Mallarangeng</b> 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
	<b>Silmy Karim</b> 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