

No.	Training Programs	Organizers	City/Country	Date	Participants
12.	Tax Update, PSAK and Sustainability Reporting 2024	Indonesian Institute of Accountants (IAI)	online	September 24-25, 2024	E. Bambang Suyitno
13.	SPI Talk 2024	FKSPI	Bandung	November 28-29, 2024	Edy Sihotang
14.	"Fraud & Forensic Investigations" PPL 2 IKAI	Indonesian Audit Committee Association (IKAI)	Jakarta	December 3, 2024	E. Bambang Suyitno
15.	Risk Beyond 2024: Sustainable Symphony – Echoes of Change	Enterprise Risk Management Academy (ERMA)	Bali	December 5-6, 2024	E. Bambang Suyitno

Remark:

* Education and Training of Audit Committee members who are members of the Board of Commissioners can be seen in the Education and Training of the Board of Commissioners.

COMMITTEE FOR NOMINATION AND REMUNERATION

The Nomination and Remuneration Committee (KNR) is one of the Committees established by the Board of Commissioners to assist the Board of Commissioners in its supervisory function, especially on nomination and remuneration policies and processes within the Company. In carrying out its duties, KNR acts professionally and independently to ensure that the policies and processes carried out by the Company in the field of nomination and remuneration, both at the level of the Company and its subsidiaries, are in line with the Company's goals and objectives and run in accordance with the principles of good corporate governance and the provisions of applicable laws and regulations.

The establishment and implementation of the duties of the KNR are guided by FSA Regulation No. 34/POJK.04/2014 on the Nomination and Remuneration Committee of Issuers or Public Companies, Regulation of the Minister of SOEs No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

To further regulate the establishment and implementation of the KNR's duties, the Resolution of the Board of Commissioners issued Board of Commissioners No. 14/KEP/DK/2024, dated July 23, 2024, contains the Charter of the Nomination and Remuneration Committee.

KNR's Scope, Duties, and Responsibilities

Based on the Nomination and Remuneration Committee's Charter Guidelines issued through the Resolution of the Board of Commissioners No. 14/KEP/DK/2024 dated July 23, 2024, KNR Telkom has the following scope, duties, and responsibilities:

1. For Nomination

- Conduct periodic reviews of the Company's Talent Management System and monitor and evaluate its implementation;
- Evaluate the talent classification system and procedures carried out by the Board of Directors;
- Evaluate the position of the subsidiary's assets and income against Telkom parent's assets and income as a basis for proposing candidates for the management of the subsidiary to the GMS/Minister. The evaluation will be carried out no later than one month after the implementation of Telkom's AGMS;
- Validate and calibrate the talent proposed by the Board of Directors to the Board of Commissioners/Board of Supervisors (selected talent) to produce a list of talents to be nominated by the Board of Commissioners/Board of Supervisors (nominated talent) to the GMS/Minister;
- Evaluate the Candidate for the Company's Deputy who will be proposed as a member of the Board of Directors or the Board of Commissioners of the Company's subsidiaries, before submitting it to the GMS/Minister;

- f. Evaluate the proposal of the Board of Directors regarding the Company's organizational structure, referring to the principles of good corporate governance;
- g. Assist the Board of Commissioners who co/consult with the Board of Directors in selecting candidates for strategic positions within the Company in accordance with the provisions of the Company's Articles of Association, including the management of subsidiaries and Senior Vice President (SVP) Corporate Secretary;
- h. Provide recommendations to the Board of Commissioners to be submitted to the Series A Shareholders of Dwiwama regarding:
 - 1) Proposed composition of the position of members of the Board of Directors of the Company;
 - 2) Candidates for members of the Board of Directors and Commissioners of subsidiaries in accordance with the threshold;
 - 3) Candidates for President Director and President Commissioner of all subsidiaries of the Company; and
- i. To formulate policies and criteria needed in the nomination process for candidates for members of the Board of Directors, including the management of the Company's subsidiaries.
- b. Propose remuneration of the Board of Directors and the Board of Commissioners in the form of salaries or honorariums, fixed allowances and facilities as well as variable incentives to the Board of Commissioners at least once a year;
- c. Evaluate the proposed indicators and performance evaluation (Key Performance Indicator) of the Board of Commissioners;
- d. Prepare a proposal for an individual performance evaluation system (Individual Key Performance Indicator) for members of the Board of Directors;
- e. Compile and monitor the implementation of Performance Achievement Indicators (KPIs) both Collegial KPIs and Individual KPIs of the Board of Directors;
- f. Convey the progress of the realization of Collegial Performance Indicators (KPIs) and Individual KPIs of the Board of Directors to the Shareholders/Ministers in accordance with the provisions of laws and regulations;
- g. Evaluate the remuneration policy for employees who require approval/response from the Board of Commissioners; and
- h. Prepare a proposal for a competency development program for Members of the Board of Directors and/or Members of the Board of Commissioners.

2. For Remuneration

- a. To provide recommendations to the Board of Commissioners to be submitted to the GMS through the Series A Shareholders of Dwiwama regarding the policy, amount and/or structure of the remuneration of the Board of Directors and the Board of Commissioners by paying attention to:
 - 1) Remuneration applicable in the telecommunications industry;
 - 2) Duties, responsibilities and authorities of members of the Board of Directors and/or the Board of Commissioners to achieve the Company's objectives and performance;
 - 3) Performance targets for each member of the Board of Directors and Board of Commissioners;

Specifically for the implementation of the submission of proposals for the Company's representatives who are placed as Subsidiaries administrators, it is carried out in accordance with the Letter of the Minister of SOEs No. S.675/MBU/10/2018 dated October 18, 2018 regarding the Approval of Proposals, Limitations, and/or Authority Criteria of the Board of Commissioners of PT Telekomunikasi Indonesia (Persero) Tbk. In the Letter, the division of approval authority regarding the submission of proposals for the Company's representatives who are placed as administrators of the Company's Subsidiaries is carried out. as follows:

1. Authority of the Board of Commissioners and Shareholders of Series A Dwiwama

Covering the submission of proposals for filling:

- a. President Director and President Commissioner of the Company's Subsidiaries.

- 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