

# Nomination and Remuneration of the Board of Commissioners and the Board of Directors

## Policy and Implementation of the Board of Directors' Succession

Succession mechanism for the Board of Directors of State-Owned Enterprises is regulated in Regulation of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 regarding Organ and Human Resource of State-Owned Enterprises. Based on Regulation of the Minister of State-Owned Enterprises, the Board of Directors of State-Owned Enterprises submit a List of Selected Talent to the Board of Commissioners, which is then based on evaluation of the List of Selected Talent conducted by the Board of Commissioners with the assistance of Committee for Nomination and Remuneration (KNR) for the incumbent Directors, the Board of Commissioners will send the result of evaluation as Nominated Talent to the Head of Telecommunication and Media Service Cluster which in the 2025 period is held by the President Commissioner of PT Telekomunikasi Indonesia (Persero) Tbk. Furthermore, the Head of Telecommunication and Media Service Cluster submits the List of Nominated Talent from all members of the Telecommunication and Media Service Cluster to the Minister of State-Owned Enterprises.

KNR with reference to the Work Implementation Guidelines (Charter) of Committee for Nomination and Remuneration, preparation of which is guided by Regulation of the Minister of State-Owned Enterprises above, in the succession process of the Board of Directors of State-Owned Enterprises carry out the following matters:

1. Conducting periodic review of the Company's Talent Management System and monitoring and evaluating its implementation.
2. Conducting an evaluation of the talent classification system and procedures carried out by the Board of Directors.
3. Conducting validation and calibration the talent proposed by the Board of Directors to the Board of Commissioners (selected talent) to produce a list of talent to be nominated by the Board of Commissioners (nominated talent) to be proposed in the GMS/Series A Dwiwarna shareholder (SOE Regulatory Body) and the largest Series B Shareholder (Danantara).
4. Providing recommendation to the Board of Commissioners to be submitted to the Series A Dwiwarna shareholder and the largest Series B shareholder regarding composition proposal for the position of the members of the Company's Board of Directors.

5. Developing policy and criteria required in the nomination process for prospective member of the Board of Directors.

## Remuneration of the Board of Commissioners and the Board of Directors

Remuneration for members of Telkom's Board of Commissioners and Board of Directors is determined in accordance with Regulation of the Ministry of State-Owned Enterprises Number PER-3/MBU/03/2023 regarding State-Owned Enterprises Organ and Human Resource and later followed up with Resolution of the Board of Commissioners Number 03/KEP/DK/2024 regarding Income of Members of the Board of Directors and Board of Commissioners.

In accordance with the aforementioned provisions and with reference to Danantara Letter No. S-063/DI-BP/VII/2025 dated July 30, 2025, regarding Granting of Bonuses, Incentives, and/or Other Forms of Income to the Board of Directors and Board of Commissioners of State-Owned Enterprises and Subsidiaries of State-Owned Enterprises, the remuneration of the Board of Commissioners consists of the following components:

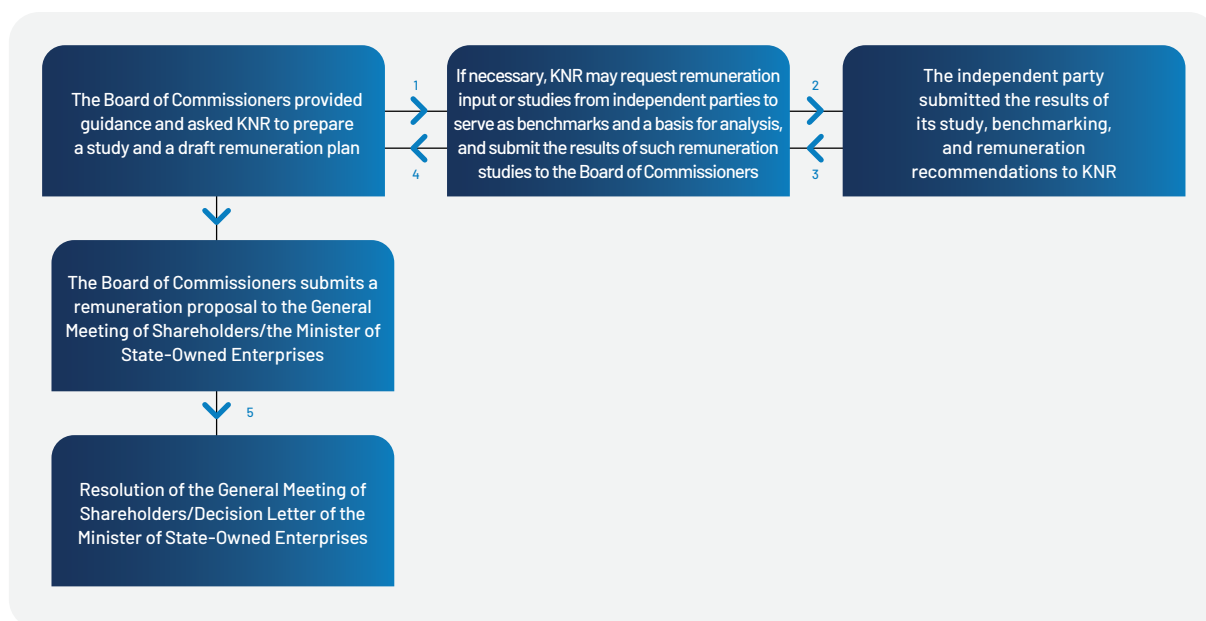
1. Honorarium
2. Allowances, which consist of:
  - a. Holiday allowance;
  - b. Transportation allowance; and
  - c. Retirement insurance.
3. Facilities, which consist of:
  - a. Health facility; and
  - b. Legal facility.

Meanwhile, remuneration for the Board of Directors consists of the following components:

1. Honorarium.
2. Allowances, which consist of:
  - a. Holiday allowance;
  - b. Transportation allowance; and
  - c. Retirement insurance.
3. Facilities, which consist of:
  - a. Health facility
  - b. Transportation facility; and
  - c. Legal facility.

In Regulation of the Ministry of State-Owned Enterprises No. PER-3/MBU/03/2023 regarding Organizational Structure and Human Resources of State-Owned Enterprises, as mentioned above, also contains provisions regarding the deferral of a portion of performance bonuses and the granting of Long-Term Incentive (LTI) to the Board of Directors and the Board of Commissioners.

## Procedure and Mechanism for Remuneration of the Board of Commissioners and the Board of Directors



Procedure for proposing and determining the remuneration of Telkom Board of Commissioners and Directors is as follows:

1. The Board of Commissioners requests the KNR to draft a remuneration proposal for the Board of Commissioners and the Board of Directors.
2. If needed, Committee for Nomination and Remuneration can request an independent party to draw up a framework on the remuneration of the Board of Commissioner and the Board of Directors.
3. Committee for Nomination and Remuneration proposes the remuneration framework referred to the Board of Commissioners.
4. The Board of Commissioners proposes remuneration for members of the Board of Commissioners and the Board of Directors to the General Meeting of Shareholders/the Minister of State-Owned Enterprises.
5. GMS can give authority and power to the Board of Commissioners, with the prior approval of Series A Dwiwarna shareholder to determine the remuneration for Board of Commissioners and the Board of Directors.

## Remuneration of the Board of Commissioners in 2025

Total remuneration paid by Telkom to all members of the Board of Commissioners, both those serving in the 2025 period and those serving in the previous period, reached Rp23,766,274,451. The following table presents the details of the Board of Commissioners' remuneration for 2025:

Board of Commissioners' Recapitulation of Remuneration in 2025

| No. | Board of Commissioners                                     | Position                                                  | Salary      | Religious Holiday Allowance (THR) | Transportation Allowance | Tantien for 2025 Financial Year | Total         |
|-----|------------------------------------------------------------|-----------------------------------------------------------|-------------|-----------------------------------|--------------------------|---------------------------------|---------------|
| 1.  | Bambang Permadi<br>Soemantri<br>Brodjonegoro <sup>9)</sup> | President<br>Commissioner/<br>Independent<br>Commissioner | 799,200,000 | 199,800.000                       | 159,840,000              | -                               | 1,158,840,000 |

| No.          | Board of Commissioners                 | Position                 | Salary                | Religious Holiday Allowance (THR) | Transportation Allowance | Tantiem for 2025 Financial Year | Total                 |
|--------------|----------------------------------------|--------------------------|-----------------------|-----------------------------------|--------------------------|---------------------------------|-----------------------|
| 2.           | Wawan Iriawan <sup>1)</sup>            | Independent Commissioner | 899,100,000           | 179,820,000                       | 179,820,000              | -                               | 1,258,740,000         |
| 3.           | Bono Daru Adji <sup>1)</sup>           | Independent Commissioner | 899,100,000           | 179,820,000                       | 179,820,000              | -                               | 1,258,740,000         |
| 4.           | Arya Mahendra Sinulingga <sup>1)</sup> | Commissioner             | 899,100,000           | 179,820,000                       | 179,820,000              | -                               | 1,258,740,000         |
| 5.           | Isa Rachmatarwata <sup>1)</sup>        | Commissioner             | 899,100,000           | 179,820,000                       | 179,820,000              | -                               | 1,258,740,000         |
| 6.           | Marcelino Rumambo Pandin <sup>1)</sup> | Commissioner             | 899,100,000           | 179,820,000                       | 179,820,000              | -                               | 1,258,740,000         |
| 7.           | Ismail <sup>3)</sup>                   | Commissioner             | 1,618,380,000         | 179,820,000                       | 323,676,000              | -                               | 2,121,876,000         |
| 8.           | Silmy Karim                            | Commissioner             | 2,157,840,000         | 179,820,000                       | 431,568,000              | -                               | 2,769,228,000         |
| 9.           | Rizal Malarangeng                      | Commissioner             | 2,157,840,000         | 179,820,000                       | 431,568,000              | -                               | 2,769,228,000         |
| 10.          | Angga Raka Prabowo <sup>2)</sup>       | President Commissioner   | 1,430,825,806         | -                                 | 286,165,161              | -                               | 1,716,990,968         |
| 11.          | Ossy Dermawan <sup>2)</sup>            | Commissioner             | 1,287,743,226         | -                                 | 257,548,645              | -                               | 1,545,291,871         |
| 12.          | Ronald Silaban <sup>2)</sup>           | Commissioner             | 1,287,743,226         | -                                 | 257,548,645              | -                               | 1,545,291,871         |
| 13.          | Yohanes Surya <sup>5)</sup>            | Independent Commissioner | 1,171,730,323         | -                                 | 234,346,064              | -                               | 1,406,076,387         |
| 14.          | Deswandhy Agusman <sup>2)</sup>        | Independent Commissioner | 1,287,743,226         | -                                 | 257,548,645              | -                               | 1,545,291,871         |
| 15.          | Ira Novianti <sup>4)</sup>             | Independent Commissioner | 629,370,000           | -                                 | 125,874,000              | -                               | 755,244,000           |
| 16.          | Rofikoh Rokhim <sup>6)</sup>           | Independent Commissioner | 116,012,903           | -                                 | 23,202,581               | -                               | 139,215,484           |
| <b>Total</b> |                                        |                          | <b>18,439,928,710</b> | <b>1,638,360,000</b>              | <b>3,687,985,741</b>     | <b>-</b>                        | <b>23,766,274,451</b> |

## Remarks:

- All remuneration of the Board of Commissioners is after tax.

- Honorarium and allowances for the period of January - May 2025.
- Honorarium and allowances for the period of June - December 2025.
- Honorarium and allowances for the period of January - September 16, 2025.
- Honorarium and allowances for the period of September 16 - December 2025.
- Honorarium and allowances for the period of June - December 12, 2025.
- Honorarium and allowances for the period of December 12 - 31, 2025.

## Remuneration of the Board of Directors in 2025

Total remuneration paid by Telkom to all Directors, both those serving in 2025 and the previous period, reached Rp45,823,780,645. The following table presents the details of the Board of Commissioners' remuneration for 2025:

### Board of Directors' Recapitulation of Remuneration in 2025

| No. | Board of Commissioners          | Position                                      | Salary        | Religious Holiday Allowance (THR) | Transportation Allowance | Tantiem for 2025 Financial Year | Total         |
|-----|---------------------------------|-----------------------------------------------|---------------|-----------------------------------|--------------------------|---------------------------------|---------------|
| 1.  | Ririek Adriansyah <sup>1)</sup> | President Director                            | 2,220,000,000 | 444,000,000                       | 125,000,000              | 0                               | 2,789,000,000 |
| 2.  | Herlan Wijanarko <sup>1)</sup>  | Director of Network & IT Solution             | 1,887,000,000 | 377,400,000                       | 125,000,000              | 0                               | 2,389,400,000 |
| 3.  | Bogi Witjaksono <sup>1)</sup>   | Director of Wholesale & International Service | 1,887,000,000 | 377,400,000                       | 125,000,000              | 0                               | 2,389,400,000 |
| 4.  | FM Venusiana R <sup>1)</sup>    | Director of Enterprise & Business Service     | 1,887,000,000 | 377,400,000                       | 125,000,000              | 0                               | 2,389,400,000 |

| No.          | Board of Commissioners                 | Position                                               | Salary                | Religious Holiday Allowance (THR) | Transportation Allowance | Tantem for 2025 Financial Year | Total                 |
|--------------|----------------------------------------|--------------------------------------------------------|-----------------------|-----------------------------------|--------------------------|--------------------------------|-----------------------|
| 5.           | Heri Supriadi <sup>1)</sup>            | Director of Finance & Risk Management                  | 1,887,000,000         | 377,400,000                       | 125,000,000              | 0                              | 2,389,400,000         |
| 6.           | Afriwandi <sup>1)</sup>                | Director of Human Capital Management                   | 1,887,000,000         | 377,400,000                       | 125,000,000              | 0                              | 2,389,400,000         |
| 7.           | Budi Setyawan Wijaya <sup>1)</sup>     | Director of Strategic Portfolio                        | 1,887,000,000         | 377,400,000                       | 125,000,000              | 0                              | 2,389,400,000         |
| 8.           | Muhammad Awaluddin <sup>2)</sup>       | Vice President Director                                | 1,662,851,613         | 0                                 | 104,032,258              | 0                              | 1,766,883,871         |
| 9.           | Henry Christiadi <sup>2)</sup>         | Director of Human Capital Management                   | 1,570,470,968         | 0                                 | 104,032,258              | 0                              | 1,674,503,226         |
| 10.          | Dian Siswarini <sup>3)</sup>           | President Director                                     | 3,179,612,903         | 0                                 | 179,032,258              | 0                              | 3,358,645,161         |
| 11.          | Nanang Hendarno <sup>3)</sup>          | Director of Network                                    | 2,702,670,968         | 0                                 | 179,032,258              | 0                              | 2,881,703,226         |
| 12.          | Honesti Basyir <sup>3)</sup>           | Director of Wholesale & International Service          | 4,151,400,000         | 0                                 | 275,000,000              | 0                              | 4,426,400,000         |
| 13.          | Veranita Yosephine <sup>3)</sup>       | Director of Enterprise & Business Service              | 2,702,670,968         | 0                                 | 179,032,258              | 0                              | 2,881,703,226         |
| 14.          | Arthur Angelo Syailendra <sup>3)</sup> | Director of Finance & Risk Management                  | 2,702,670,968         | 0                                 | 179,032,258              | 0                              | 2,881,703,226         |
| 15.          | Willy Saelan <sup>4)</sup>             | Director of Human Capital Management                   | 1,320,900,000         | 0                                 | 87,500,000               | 0                              | 1,408,400,000         |
| 16.          | Seno Soemadji <sup>3)</sup>            | Director of Strategic Business Development & Portfolio | 2,702,670,968         | 0                                 | 179,032,258              | 0                              | 2,881,703,226         |
| 17.          | Faizal Rochmad Djoemadi <sup>3)</sup>  | Director of IT Digital                                 | 2,702,670,968         | 0                                 | 179,032,258              | 0                              | 2,881,703,226         |
| 18.          | Andy Kelana <sup>4)</sup>              | Director of Legal & Compliance                         | 1,320,900,000         | 0                                 | 87,500,000               | 0                              | 1,408,400,000         |
| 19.          | Budi Satria Dharma Purba <sup>5)</sup> | Director of Wholesale & International Service          | 246,632,257           | 0                                 | 0                        | 0                              | 246,632,257           |
| <b>Total</b> |                                        |                                                        | <b>40,508,122,581</b> | <b>2,708,400,000</b>              | <b>2,607,258,064</b>     | <b>0</b>                       | <b>45,823,780,645</b> |

## Remarks:

- All remuneration of the Board of Commissioners is after tax.
- 1) Honorarium and allowances for the period of January - May 2025.
- 2) Honorarium and allowances for the period of June - September 2025.
- 3) Honorarium and allowances for the period of June - December 2025.
- 4) Honorarium and allowances for the period of September 16 - December 2025.
- 5) Serving since December 12, 2025.

The Board of Directors of PT Telkom Indonesia (Persero) Tbk has not yet received bonus payments for the year 2025, as the approval process by the shareholders is still ongoing. Such approval falls under the authority of the Ministry of State-Owned Enterprises (SOE) and/or Danantara, in accordance with applicable regulations.

As stipulated in the principles of Good Corporate Governance, the granting of bonuses to the Board of Directors must go through a formal approval mechanism at the General Meeting of Shareholders (GMS). Therefore, bonus payments cannot be made until there is an official decision and approval from the shareholders.