

KNR's Independence

In carrying out their duties, each member of KNR has fulfilled the independence aspect in accordance with the terms and conditions applicable in OJK Regulation No. 34/POJK.04/2015 regarding Nomination and Remuneration Committee of Issuers or Public Companies, Regulation of Minister of SOE Number PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises, and Regulation of the Board of Commissioners No. 14/KEP/DK/2024 dated July 23, 2024 regarding Work Implementation Guidelines (Charter) of Nomination and Remuneration Committee of the Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk.

KNR'S Performance and Implementation Activities

Throughout 2025, Committee Nomination and Remuneration has assisted the Board of Commissioners in making decisions, including:

1. Recommendation to the Board of Commissioners regarding candidates for President Director and President Commissioner of Telkom subsidiaries (Tier 1) who are within the scope of the authority of approval of Series A Dwiwarna shareholders, which will then be submitted to Series A Dwiwarna shareholders.
2. Recommendation for approval to the Board of Commissioners regarding the proposed appointment of Directors and Commissioners of Telkom subsidiaries within the scope of the Board of Commissioners' authority.
3. Recommendation to the Board of Commissioners regarding the amount of remuneration for the company's management in 2025 to be submitted to Series A Dwiwarna shareholders, who will then be submitted to Series A Dwiwarna shareholders.
4. Recommendation for approval to the Board of Commissioners for the establishment of an organization one level below the Director of IT Digital.
5. Recommendation for approval to the Board of Commissioners regarding the establishment of a Group Business Operation organization which is one level below the President Director.
6. Recommendation to the Board of Commissioners regarding proposed changes to the provisions in the Company's Articles of Association which will then be submitted to Series A Dwiwarna shareholders.

KNR's Meeting

In 2025, KNR will carry out the following activities:

1. Committee Meetings, which include:
 - a. KNR held 3 internal meetings, which included discussions on:
 - i. Proposal for remuneration for company management.
 - ii. Proposal for the Board of Directors' individual KPI in 2025.
 - iii. Proposal for changes to the Company's Articles of Association and candidates for subsidiary management.
 - b. Committee meeting with external parties 6 times, with the agenda details as follows:
 - i. Discussion of proposal for the formation of the organization, two times, each for the formation of an organization under the Director of IT Digital and the formation of a Group Business Operation organization under the President Director.
 - ii. Discussion of TelkomGroup's top talent.
 - iii. Discussion of subsidiary remuneration.
 - iv. Discussion of proposal for the Board of Directors' individual KPI in 2025 and proposal for the Collegial Board of Directors' KPI in 2026.
 - v. Discussion of proposal for the Collegial Board of Directors' KPI in 2026 and proposal for the Board of Directors' individual KPI in 2026.
 - c. Meeting was held in the framework of Fit and Proper Test, which was held through 4 meetings covering 9 fit and proper tests to fill 9 positions in 6 subsidiaries, namely PT Telkom Infrastruktur Indonesia, PT Dayamitra Telekomunikasi, PT Sigma Cipta Caraka, PT Telkom Akses, PT Telkom Data Ekosistem, and PT Telekomunikasi Indonesia International. A more detailed explanation of KNR meeting can be seen in KNR Meeting section.
2. Working visit to monitor the result of company's business transformation (B2B) was conducted in the telecommunication area (Witel) Bali Telkom Regional III, on June 21, 2025.
3. KNR workshop which invited other committees under the Board of Commissioners, namely Workshop on the evaluation of the company's transformation, was held on February 13, 2025 and Workshop on discussing the proposal for the Board of Directors' KPI individual for 2025 on April 24 - 25, 2025.

KNR's Meeting Policy

Based on OJK Regulation Number 34/POJK.04/2014 regarding Nomination and Remuneration Committee, KNR meeting must be held at least once every four months. However, in Charter of Nomination and Remuneration Committee issued through Resolution of the Board of Commissioners Number 14/KEP/DK/2024 dated July 23, 2024, outlines that KNR meeting must be held at least once every two months.

KNR'S Meeting in 2025

Throughout 2025, Telkom KNR held 13 committee meetings.

KNR's Meeting Agenda in 2025

No.	Date	Meeting Agenda									
1.	Thursday, February 6, 2025	UKK Candidate for Commercial Director of PT Telkom Infrastruktur Indonesia									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A
2.	Monday, February 17, 2025	TelkomGroup Top Talent									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		✓	✓	-	✓	✓	✓	N/A	N/A	N/A	N/A
3.	Wednesday, March 12, 2025	Proposal for Remuneration of Company Management in 2025									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		✓	✓	-	✓	-	✓	N/A	N/A	N/A	N/A
4.	Thursday, May 8, 2025	UKK Candidate for Management of PT Dayamitra Telekomunikasi Tbk									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A
5.	Wednesday, May 21, 2025	Proposal for Directors' Individual KPI 2025									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		✓	✓	✓	✓	✓	-	N/A	N/A	N/A	N/A
6.	Tuesday, June 17, 2025	Remuneration of Subsidiary Management									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A
7.	Tuesday, July 8, 2025	Development of Organizational Transformation and Proposal for Establishment of Organization Under the Director of IT Digital									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A
8.	Tuesday, August 5, 2025	Proposal for Amendment to Articles of Association and Proposal for Candidate of Subsidiary Management									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A
9.	Tuesday, August 12, 2025	UKK Candidates for President Director of PT Telkom Infrastruktur Indonesia, PT Telekomunikasi Indonesia Internasional, PT Telkomsigma, and PT Telkom Akses									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A
10.	Friday, August 15, 2025	UKK Candidate for President Director of PT Telkom Data Ekosistem									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A

No.	Date	Meeting Agenda									
11.	Friday, August 29, 2025	Proposal for Establishment of Group Business Operation Organization									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	✓	N/A	N/A	N/A	✓	✓	N/A	N/A
12.	Wednesday, November 19, 2025	Proposal for Board of Directors' Individual KPI 2025 and Planning Submission of Proposal for Collegial Directors' KPI 2026 to Danantara									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	N/A	N/A	N/A	N/A	✓	✓	✓	N/A
13.	Tuesday, December 16, 2025	Update on Proposal for Collegial Board of Directors' KPI 2026 and Proposal for Board of Directors' Individual KPI 2026									
	Attendance List	WI	RM	IS	AMS	MRP	SK	YS	OD	IN	RR
		N/A	✓	N/A	N/A	N/A	N/A	✓	✓	✓	N/A

Remarks:

WI	Wawan Iriawan	SK	Silmy Karim
RM	Rizal Malarangeng	YS	Yohanes Surya
IS	Ismail	OD	Ossy Dermawan
AMS	Arya Mahendra Sinulingga	IN	Ira Noviarti
MRP	Marcelino Rumambo Pandin	RR	Rofikoh Rokhim

Recapitulation of KNR's Attendance at Meeting in 2025

No.	Name	Position	Total of Meeting	Total of Attendance	Percentage of Attendance (%)
1.	Wawan Iriawan ¹⁾	Chairman	5	5	100
2.	Arya Mahendra Sinulingga ¹⁾	Member	5	5	100
3.	Ismail ²⁾	Member	11	9	82
4.	Marcelino Rumambo Pandin ¹⁾	Member	5	4	80
5.	Rizal Malarangeng	Member	13	13	100
6.	Silmy Karim ¹⁾	Member	5	4	80
7.	Yohanes Surya ³⁾	Chairman	8	8	100
8.	Ossy Dermawan ⁴⁾	Member	8	8	100
9.	Ira Noviarti ⁵⁾	Chairman/Member	2	2	100
10.	Rofikoh Rokhim ⁶⁾	Member	-	-	-

Remarks:

- 1) Until May 27, 2025.
- 2) Until September 16, 2025.
- 3) Since June 13, 2025 to December 12, 2025.
- 4) Since June 13, 2025.
- 5) Became a member since September 25, 2025 and was appointed as Chairman since December 23, 2025.
- 6) Since December 23, 2025.

KNR's Education and Training

KNR's Education and Training Policy

To improve and develop their competencies, KNR Telkom members routinely and continuously participate in various training, seminar, and workshop.

KNR's Education and Training in 2025

The following table presents information on training that KNR members have attended during 2025:

KNR's Education and Training in 2025

No.	Program Name	Organizer	Location	Date	Participant
1.	DBN Breakfast Talk	Dutch Business Network Indonesia	Jakarta	February 11, 2025	Silmy Karim
2.	Tri-Sector Leadership Bootcamp	Institut Harkat Negeri	Jakarta	February 15, 2025	Silmy Karim
3.	Leading Global Business	Harvard Business School	United States of America	February 20, 2025	Ira Noviarti
4.	Harvard Asia Business Conference 2025	Harvard Business School	United States of America	February 23, 2025	Ira Noviarti
5.	Private Equity and Venture Capital Foundations	Harvard Business School	United States of America	March 2 - 3, 2025	Marcelino Rumambo Pandin
6.	Mobile World Congress (MWC) 2025	GSMA	Barcelona	March 3 - 6, 2025	Rizal Malarangeng
7.	Strategic Research & Development Management	Harvard Business School	United States of America	March 4 - 5, 2025	Marcelino Rumambo Pandin
8.	Eagles on Vacation with Diesel One Solidarity	Yayasan Solidaritas Kawula Muda	Jakarta	June 24, 2025	Silmy Karim
9.	Qualified Risk Governance Professional (QRGP)	LPS - Mitra Kalyana Sejahtera	Online Jakarta	July 30 - 31, 2025 November 12, 2025	• Yohanes Surya • Ossy Dermawan Ira Noviarti
10.	Critical Thinking for Better Judgment and Decision-Making	Telkom - LinkedIn	Online	August 8, 2025	Rizal Malarangeng
11.	Strategic Business Analysis Essentials	Telkom - LinkedIn	Online	August 9, 2025	Rizal Malarangeng
12.	Top 10 Gotchas of Cyber Regulation	Telkom - LinkedIn	Online	August 9, 2025	Rizal Malarangeng
13.	Algorithmic Auditing and Continuous Monitoring	Telkom - LinkedIn	Online	August 13, 2025	Rizal Malarangeng
14.	Compliance and Regulations for Generative AI	Telkom - LinkedIn	Online	August 13, 2025	Rizal Malarangeng
15.	Corporate Financial Statement Analysis	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
16.	Economics for Business Leaders	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng

No.	Program Name	Organizer	Location	Date	Participant
17.	Foundations of Responsible AI	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
18.	Insider Threat Risk Management	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
19.	Introduction to AI Governance	Telkom - LinkedIn	Online	August 13, 2025	Rizal Malarangeng
20.	Introduction to Auditing AI Systems	Telkom - LinkedIn	Online	August 13, 2025	Rizal Malarangeng
21.	Leveraging AI for Governance, Risk, and Compliance	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
22.	Operational Excellence Foundations	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
23.	Privacy, Governance, and Compliance: Data Classification and Inventory	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
24.	Responsible AI: Principles and Practical Application	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
25.	Digital Transformation	Telkom - LinkedIn	Online	August 12, 2025	Rizal Malarangeng
26.	Building a Responsible AI Program: Context, Culture, Content, and Commitment	Telkom - LinkedIn	Online	August 13, 2025	Rizal Malarangeng
27.	Bali Annual Telkom International Conference (BATIC)	Telkom Indonesia International	Bali	August 27 - 28, 2025	Yohanes Surya
28.	Leading Transformation with Innovation and Agility in a Holding Ecosystem	Telkom	Jakarta	October 17, 2025	Ira Noviarti
29.	Women Leading Change: Transformation and Innovation in Action	Ministry of Finance	Jakarta	November 20, 2025	Ira Noviarti
30.	Workshop Internal Audit	Telkom	Yogyakarta	November 26 - 27, 2025	Ira Noviarti
31.	Seminar "Harmonisasi Tata Kelola Pertanahan dan Kepatuhan Hukum dalam Pengelolaan dan Penanganan Permasalahan Aset Tanah TelkomGroup"	Telkom	Jakarta	November 28, 2025	Ossy Dermawan