

Position	Name and Double Position Status	Basis of Appointment	Terms of Service
	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. 07/KEP/DK/2023 dated June 27, 2023	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. 07/KEP/DK/2023 dated June 27, 2023	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. 07/KEP/DK/2023 dated June 27, 2023	June 29, 2020 - Present
	Silmy Karim* Commissioner	Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 27, 2023 - Present

Remark:

* Profile of KNR members from the Board of Commissioners can be seen on Profile of the Board of Commissioners.

On January 19, 2024, Mr. Abdi Negara Nurdin, as the Company's Independent Commissioner, submitted a letter of resignation to the Company, which was responded by the Company via a letter from pgs. President Director No: C.Tel.01/HK 000/TEL-00000000/2024 dated January 24, 2024, regarding Response to Resignation Letter as Independent Commissioner of PT Telkom Indonesia (Persero) Tbk. The Company has also carried out the obligation to report this resignation to the Financial Services Authority via letter No: Tel.03/LP 000/DCI-M0200000/2024 dated January 22, 2024, regarding the Resignation of the Independent Commissioner of PT Telkom Indonesia (Persero) Tbk.

To maintain continuity in the implementation of duties in the Committee for Nomination and Remuneration, the Board of Commissioners has determined a new membership composition for the Company's Committee for Nomination and Remuneration through Resolution

of the Board of Commissioners Number: 05/KEP/DK/2024 dated February 6, 2024, regarding Membership Composition of the Audit Committee of the Company (Persero) PT Telekomunikasi Indonesia Tbk, with the latest composition as follows:

KNR'S INDEPENDENCE

In carrying out their duties, each KNR member has fulfilled the independence aspect in accordance with the terms and conditions applicable in Financial Services Authority Regulation No. 34/POJK.04/2015 regarding Committees for Nomination and Remuneration of Issuers or Public Companies and Resolution of the Board of Commissioners No. 08/KEP/DK/2023 dated August 2, 2023 regarding Guidelines for the Work Implementation (Charter) of the Committee for Nomination and Remuneration of the Company (Persero) PT Telekomunikasi Indonesia Tbk.

KNR'S PERFORMANCE AND IMPLEMENTATION ACTIVITIES

Until the end of 2023, Committee for Nomination and Remuneration has assisted the implementation of the duties of the Board of Commissioners in producing decisions, through the implementation of a series of activity agendas, namely:

1. Resolution of the Board of Commissioners of the Telkom (Persero) PT Telekomunikasi Indonesia, Tbk No 07/KEP/DK/2023 regarding the Composition of Membership of the Nomination and Remuneration Committee of the Company (Persero) PT Telekomunikasi Indonesia, Tbk.
2. Resolution of the Board of Commissioners No. 02/KEP/DK/2023/RHS regarding Collegial and Individual Key Performance Indicators (KPI) for Directors of Telkom Company (Persero).
3. Resolution of the Board of Commissioners No. 11/KEP/DK/2023/RHS regarding changes to the Collegial Key Performance Indicators (KPI) of the Board of Directors of the Company (Persero) PT Telekomunikasi Indonesia Tbk in 2023.
4. Resolution of the Board of Commissioners No. 13/KEP/DK/2023/RHS regarding changes to the Key Performance Indicators (KPI) for Individual Directors of the Company (Persero) PT Telekomunikasi Indonesia Tbk in 2023.

Committee for Nomination and Remuneration's Composition as of February 6, 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	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 several times with the latest amendment based on Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	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. 07/KEP/DK/2023 dated June 27, 2023	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. 07/KEP/DK/2023 dated June 27, 2023	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. 07/KEP/DK/2023 dated June 27, 2023	June 29, 2020 - Present
	Silmy Karim* Commissioner	Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023	June 27, 2023 - Present

Remark:

* Profile of KNR members from the Board of Commissioners can be seen on Profile of the Board of Commissioners.

KNR'S MEETINGS

Based on Financial Service Authority Regulation No. 34/POJK.04/2015 regarding Committee for Nomination and Remuneration, Telkom is required to hold a Committee for Nomination and Remuneration Meeting at least once in 4 months. During 2023, KNR has held Committee meetings including circular decisions 59 times.

No.	Date	Meetings Agenda/Discussion													
1.	Friday, January 06, 2023	Update of information and work program plan by the Commissioner of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	-	√	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	-	√	-	N/a									
2.	Wednesday, January 11, 2023	Discussion of the achievement of KPI 2022, KPI 2023, and 4 parameters of reporting to the Dekom KPI Board of Directors 2022													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
3.	Monday, January 16, 2023	Feasibility and Feasibility Test (UKK) President Director of PT Sigma Cipta Caraka (Telkom Sigma)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	√	√	√	N/a									
4.	Thursday, January 19, 2023	Submission of Collegial KPI proposals for 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
5.	Friday, January 20, 2023	Delivery of procedures for selecting selected talent and submission of selected talent													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	-	√	√	√	N/a									
6.	Tuesday, January 24, 2023	Delivery of procedures for the selection process and delivery of selected talent													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	-	√	√	N/a									
7.	Wednesday, January 25, 2023	Discussion of transformation updates for the first quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
8.	Thursday, January 26, 2023	Division of Collegial KPIs in 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	-	√	√	N/a									
9.	Wednesday, February 08, 2023	Discussion of Individual KPIs of the Board of Directors in 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	-	√	N/a									
10.	Tuesday, February 21, 2023	Due diligence and feasibility (UKK) Director of Finance, Risk, & Human Capital of PT Multimedia Nusantara (Telkom Metra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
11.	Thursday, February 23, 2023	Discussion of streamlining updates for the first quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	√	-	√	N/a									

CORPORATE GOVERNANCE

No.	Date	Meetings Agenda/Discussion													
12.	Wednesday, March 08 2023	Discussion on the selection of LTI shares purchase for former EBIS Directors													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
13.	Wednesday, March 08 2023	Due diligence and feasibility (UKK) Commissioner of PT Dayamitra Telekomunikasi (Mitratel)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
14.	Thursday, March 30 2023	Feasibility and feasibility test (UKK) Director of Operations and Development of PT Dayamitra Telekomunikasi (Mitratel)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	√	N/a									
15.	Friday, March 31, 2023	Appropriateness and feasibility test (UKK) Business Director of PT Dayamitra Telekomunikasi (Mitratel)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
16.	Wednesday, April 05, 2023	Submission of CEO salary survey results by consultant Korn Ferry													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	-	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	-	-	√	N/a									
17.	Wednesday, April 12, 2023	Discussion of transformation updates for the second quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	√	N/a									
18.	Wednesday, April 12, 2023	Discussion of proposed remuneration for 2023 and tantiem for fiscal year 2022													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	-	√	√	N/a									
19.	Wednesday, May 03, 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Infrastruktur Telekomunikasi Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
20.	Thursday, May 04 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Multimedia Nusantara (Telkom Metra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
21.	Monday, May 08 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Sigma Cipta Caraka (Telkom Sigma)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
22.	Tuesday, May 09 2023	Due diligence and feasibility (UKK) President Commissioner of PT Telekomunikasi Indonesia International													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
23.	Wednesday, May 10 2023	Due diligence and feasibility (UKK) President Commissioner of PT Graha Sarana Duta													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									

No.	Date	Meetings Agenda/Discussion													
24.	Thursday, May 11 2023	Feasibility and feasibility test (UKK) President Commissioner of PT Telkom Data Ekosistem													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
25.	Friday, May 12 2023	Due diligence and feasibility (UKK) President Commissioner of PT Metra-Net													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
26.	Monday, May 15 2023	Appropriateness and feasibility test (UKK) Commissioner of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
27.	Monday, May 15 2023	Due diligence and feasibility (UKK) Commissioner of PT PINS Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
28.	Wednesday, May 17 2023	Due diligence and feasibility (UKK) Commissioner of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	-	√	√	N/a									
29.	Wednesday, May 17 2023	Feasibility and feasibility test (UKK) Director of Finance and Risk Management of PT Telkom Data Ekosistem													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	-	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	-	√	√	N/a									
30.	Friday, May 19 2023	Appropriateness and feasibility test (UKK) President Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
31.	Wednesday, May 24 2023	Due diligence and feasibility (UKK) Commissioner of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	-	√	N/a									
32.	Thursday, May 25 2023	Feasibility and feasibility test (UKK) Director of Operations of PT Infrastruktur Telekomunikasi Indonesia (Infra)													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
33.	Thursday, May 25 2023	Appropriateness and feasibility test (UKK) Director of Human Capital and Strategy of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
34.	Friday, May 26 2023	Due Diligence and Feasibility (UKK) Director of Finance and Risk Management of PT Infrastruktur Telekomunikasi Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
35.	Friday, May 26 2023	Feasibility and Feasibility Test (UKK) Construction Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									

CORPORATE GOVERNANCE

No.	Date	Meetings Agenda/Discussion													
36.	Monday, May 29 2023	Due diligence and feasibility (UKK) Business Director of PT Infrastruktur Telekomunikasi Indonesia													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	√	N/a									
37.	Monday, May 29 2023	Appropriateness and feasibility test (UKK) Operation Director of PT Telkom Access													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	N/a									
38.	Monday, June 26 2023	LTI implementation monitoring 2022-2024													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>N/a</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	N/a									
39.	Monday, July 10 2023	Appropriateness and feasibility test (UKK) Director of Technology PT Telekomunikasi Indonesia International													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	√									
40.	Thursday, July 20, 2023	Information update by Director of Finance and Risk Management of PT Telkom Access and Commissioner of PT Sigma Cipta Caraka													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	-	√									
41.	Tuesday, July 25, 2023	Discussion of transformation updates for the third quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	√									
42.	Friday, August 11 2023	Discussion of proposed KPI Changes to Collegial Directors 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	-	√	√	-	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	-	√	√	-	√	√									
43.	Tuesday, August 22 2023	Further discussion of proposed KPI Changes to the Collegial Board of Directors 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	√	√									
44.	Tuesday, August 22 2023	Discussion of streamlining updates for the third quarter of 2023													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	-	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	-	-	√									
45.	Wednesday, August 23 2023	Due diligence and feasibility (UKK) Commissioner of PT Graha Sarana Duta													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>-</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	-	√	√	√
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	-	√	√	√	-									
46.	Thursday, August 24 2023	Appropriateness and feasibility test (UKK) Director of Finance and Risk Management of PT Sigma Cipta Caraka													
	Attendance list	<table border="1"> <thead> <tr> <th>WI</th> <th>ANN</th> <th>AMS</th> <th>IS</th> <th>MRP</th> <th>RM</th> <th>SK</th> </tr> </thead> <tbody> <tr> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>√</td> <td>-</td> <td>√</td> </tr> </tbody> </table>	WI	ANN	AMS	IS	MRP	RM	SK	√	√	√	√	√	-
WI	ANN	AMS	IS	MRP	RM	SK									
√	√	√	√	√	-	√									

No.	Date	Meetings Agenda/Discussion						
47.	Friday, September 01 2023	Appropriateness and feasibility test (UKK) Director of Finance and Risk Management of PT Sigma Cipta Caraka						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√
48.	Friday, September 15 2023	Discussion of performance targets and LTI Grand 2						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
49.	Wednesday, September 20 2023	Further discussion of performance targets and LTI Grand 2						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	-	√	√
50.	Friday, October 06 2023	Discussion of proposals/recommendations for candidates for Commissioner of PT Telkom Access						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
51.	Friday, October 06 2023	Discussion of proposals/recommendations for President Commissioner candidates of PT Dayamitra Telekomunikasi Tbk						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
52.	Wednesday, October 11 2023	Discussion of Individual KPIs of the Board of Directors 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√
53.	Monday, October 30 2023	Further discussion of the 2023 Board of Directors' Individual KPI						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	-
54.	Tuesday, October 31, 2023	Discussion of transformation updates for the fourth quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	-	√	-	-
55.	Monday, 13 November 2023	2024 tantiem budget consultation						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	√	√
56.	Thursday, November 23, 2023	Discussion of streamlining updates for the fourth quarter of 2023						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	-	√	√	√	-	√
57.	Monday, 11 December 2023	Discussion of KPI KNR 2023 and proposed KPI KNR 2024						
	Attendance list	WI	ANN	AMS	IS	MRP	RM	SK
		√	√	√	√	√	-	√

Remark:

WI Wawan Iriawan
ANN Abdi Negara Nurdin
AMS Arya Mahendra Sinulingga
IS Ismail

MRP Marcelino Rumambo Pandin
RM Rizal Malarangeng
SK Silmy Karim (appointed at June 27, 2023)

Committee for Nomination and Remuneration's Meeting Attendance in 2023

No.	Name	Total of Meetings	Total of Attendance	Percentage of Attendance (%)
1.	Wawan Iriawan	57	57	100
2.	Abdi Negara Nurdin	57	47	82
3.	Arya Mahendra Sinulingga	57	47	82
4.	Ismail	57	49	86
5.	Marcelino Rumambo Pandin	57	47	82
6.	Rizal Malarangeng	57	48	84

* Served at June 27, 2023

KNR'S EDUCATION AND TRAINING

Given that all members of Committee for Nomination and Remuneration are the Board of Commissioners, an explanation of education and training can be seen in the profile section of the Board of Commissioners in this Annual Report.

REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

The remuneration policy for the Telkom Board of Commissioners is determined based on the SOE Minister's

Regulation No. PER-3/MBU/03/2023 dated March 20, 2023 regarding Organs and Human Resources of State-Owned Enterprises. In accordance with these regulations, the remuneration of the Board of Commissioners has components consisting of:

1. Salary/Honorarium;
2. Allowance, which consists of:
 - a. Holiday allowance;
 - b. Transportation allowance;
 - c. Retirement insurance.
3. Facilities, which consist of:
 - a. Medical facility;
 - b. Legal aid facilities.
4. Tantiem/Performance Incentive, where additional Tantiem can be given in the form of a Long Term Incentive (LTI).

REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

