Wholesale Services at PT Telkom Indonesia (Persero) Tbk (2015–2016), and Commissioner of PT Patra Telekomunikasi Indonesia (2013–2015). Mr. Djoemadi holds a bachelor's degree in Electrical Engineering from Institut Teknologi Sepuluh Nopember, Indonesia (1991); a master's degree in Science in Electrical and Electronics Engineering from the University of Saskatchewan, Canada (1998); and a doctoral degree in Human Resources from Universitas Brawijaya, Indonesia (2019).

Andy Kelana assumed the role of Director of Legal and Compliance in September 2025. He previously served as Commissioner of PT Multistrada Arah Sarana Tbk (2019–2025) and Director of PT American Express Indonesia (2009–2017). Mr. Kelana holds a bachelor's degree in law from Universitas Katolik Parahyangan, Bandung, Indonesia (1989); a master's degree in laws from Indiana University Bloomington, United States (1992); and a master's degree in Business Administration in Finance from the University of Hawaii, United States (1994).

Budi Satria Dharma Purba assumed the role of Director of Wholesale and International Service in December 2025. He previously served as President Director of PT Telekomunikasi Indonesia Internasional (2021–2025), Director and Chief Commercial Officer of PT Telekomunikasi Indonesia Internasional (2016–2021), Chairman of Telekomunikasi Indonesia International (Hong Kong) Ltd. (2017–2023), Director of Telekomunikasi Indonesia International (Timor-Leste) S.A. (2018–2019), Director of Telekomunikasi Indonesia International (Malaysia) Sdn. Bhd. (2013–2019), Director of Contact Center Australia (2015–2016), Commissioner of PT Telekomunikasi Indonesia Internasional (2016–2018), Director of Telekomunikasi Indonesia International (USA) Inc. (2013–2018), Vice President of Wholesale and International Network Services at PT Telkom Indonesia (Persero) Tbk (2012–2016), and Vice President of Carrier Relations and Sales at the Marketing and Sales Division of PT Telekomunikasi Indonesia International (2008–2012). Mr. Purba holds a bachelor's degree in Telecommunications Engineering from Sekolah Tinggi Teknologi Telkom, Indonesia (1991–1995) and a master's degree in Telecommunications Engineering from RMIT University, Melbourne, Australia (1995–1997).

Other than as provided for under our Articles of Association, none of our Commissioners or Directors has any arrangement or understanding with any major shareholder, customer, supplier or with us pursuant to which such person was selected as a Commissioner or Director, nor are any such arrangements, understanding or contracts proposed or under consideration. There is no family relationship between or among any of the Commissioners or Directors listed above. The business address of our Commissioners and Directors is Jl. Jend. Gatot Subroto Kav. 52 Jakarta - 12710, Indonesia.

B. COMPENSATION

Compensation of Commissioners and Directors

Compensation of Commissioners and Directors are determined by the shareholders at the GMS, who grant authority and authorization to the Board of Commissioners, with prior approval from the holder of the Dwiwarna Share, to decide on the amount of tantiem which will be given to the members of Board of Directors and Board of Commissioners for the fiscal year ended December 31, 2025, and also for the amount of the salary or honorarium, including facilities and allowances for the members of Board of Directors and Board of Commissioners for the fiscal year ended December 31, 2025. The Nomination and Remuneration Committee is responsible for formulating the honorarium of our Commissioners and Directors, which is further discussed in a joint meeting of our Board of Directors and Board of Commissioners for approval.

Each Commissioner is entitled to monthly remuneration and benefits. They are also entitled to bonuses based on our business performance and achievements.

Each Director is entitled to a remuneration consisting of a monthly salary and other allowances. Directors also receive an annual bonus based on our business performance and achievements. The bonus and incentive are budgeted every year based on a formula prepared by the Nomination and Remuneration Committee and confirmation from the Board of Commissioners before being considered by shareholders at the GMS.

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In accordance with regulations relating to SOEs in Indonesia, all our Commissioners and Directors are entitled to post-employment benefits, including an insurance scheme into which we are required to contribute up to 25% of the salary of our Commissioners and Directors. There are no service contracts providing for benefits to be provided for our Directors or Commissioners upon their termination as Directors or Commissioners. We also provide our Commissioners and Directors with long-term incentives in the form of shares or for our Independent Commissioners in the form of cash.

We budgeted incentives for the current year but will distribute such incentives in the following year after the publication of our Consolidated Financial Statements and having the approval in a GMS. We only distribute cash incentives if we achieve certain performance targets.

For 2025, the total remuneration paid to the entire Board of Commissioners was Rp23,766 million. The table below sets forth the remuneration paid to our Commissioners received in 2025:

Commissioners	Honorarium	Religious Holiday Allowances	Transport Allowances	Tantiem	Total
			(Rupiah)		
Bambang Permadi Soemantri Brodjonegoro[1)]	799,200,000	199,800,000	159,840,000	-	1,158,840,000
Wawan Iriawan[1)]	899,100,000	179,820,000	179,820,000	-	1,258,740,000
Bono Daru Adji[1)]	899,100,000	179,820,000	179,820,000	-	1,258,740,000
Arya Mahendra Sinulingga[1)]	899,100,000	179,820,000	179,820,000	-	1,258,740,000
Isa Rachmatarwata[1)]	899,100,000	179,820,000	179,820,000	-	1,258,740,000
Marcelino Rumambo Pandin[1)]	899,100,000	179,820,000	179,820,000	-	1,258,740,000
Ismail[3)]	1,618,380,000	179,820,000	323,676,000	-	2,121,876,000
Silmy Karim	2,157,840,000	179,820,000	431,568,000	-	2,769,228,000
Rizal Malarangeng	2,157,840,000	179,820,000	431,568,000	-	2,769,228,000
Angga Raka Prabowo[2)]	1,430,825,806	-	286,165,161	-	1,716,990,968
Ossy Dermawan[2)]	1,287,743,226	-	257,548,645	-	1,545,291,871
Rionald Silaban[2)]	1,287,743,226	-	257,548,645	-	1,545,291,871
Yohanes Surya[5)]	1,171,730,323	-	234,346,064	-	1,406,076,387
Deswandhy Agusman[2)]	1,287,743,226	-	257,548,645	-	1,545,291,871
Ira Noviarti[4)]	629,370,000	-	125,874,000	-	755,244,000
Rofikoh Rokhim[6)]	116,012,903	-	23,202,581	-	139,215,484
Total	**18,439,928,710**	**1,638,360,000**	**3,687,985,741**	**-**	**23,766,274,451**

Notes:
- Remuneration includes income tax.
1) Honorarium and allowance for January-May 2025.
2) Honorarium and allowance for June-December 2025.
3) Honorarium and allowance for January-September 16, 2025.
4) Honorarium and allowance for September 16-December 2025
5) Honorarium and allowance for June-December 12 2025
6) Honorarium and allowance for December 12-31, 2025

For the fiscal year ended December 31, 2025, the total remuneration paid to the entire Board of Directors was Rp48,213 million. The table below sets forth the remunerations paid to our Directors received for the fiscal year ended December 31, 2025:

Directors	Honorarium	Religious Holiday Allowances	Transport Allowances	Tantiem	Total
			(Rupiah)		
Ririek Adriansyah[1)]	2,220,000,000	444,000,000	125,000,000	-	2,789,000,000
Muhamad Fajrin Rasyid[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
Herlan Wijanarko[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
Bogi Witjaksono[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
F.M. Venusiana R.[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000

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Heri Supriadi[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
Afriwandi[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
Budi Setyawan Wijaya[1)]	1,887,000,000	377,400,000	125,000,000	-	2,389,400,000
Muhammad Awaluddin[2)]	1,662,851,613	-	104,032,258	-	1,766,883,871
Henry Cristiadi[2)]	1,570,470,968	-	104,032,258	-	1,674,503,226
Dian Siswarini[3)]	3,179,612,903	-	179,032,258	-	3,358,645,161
Nanang Hendarno[3)]	2,702,670,968	-	179,032,258	-	2,881,703,226
Honesti Basyir[3)]	4,151,400,000	-	275,000,000	-	4,426,400,000
Veranita Yosephine[3)]	2,702,670,968	-	179,032,258	-	2,881,703,226
Arthur Angelo Syailendra[3)]	2,702,670,968	-	179,032,258	-	2,881,703,226
Willy Saelan[4)]	1,320,900,000	-	87,500,000	-	1,408,400,000
Seno Soemadji[3)]	2,702,670,968	-	179,032,258	-	2,881,703,226
Faizal Rochmad Djoemadi[3)]	2,702,670,968	-	179,032,258	-	2,881,703,226
Andy Kelana[4)]	1,320,900,000	-	87,500,000	-	1,408,400,000
Budi Satria Dharma Purba[5)]	246,632,257	-	0	-	246,632,257
Total	**42,395,122,581**	**3,085,800,000**	**2,732,258,064**	-	**48,213,180,645**

Notes:
- Remuneration includes income tax.

1) Honorarium and allowance for January-May 2025.
2) Honorarium and allowance for June-September 2025.
3) Honorarium and allowance for June-December 2025.
4) Honorarium and allowance for September 16-December 2025
5) Served since December 12, 2025.

The total accrued remuneration of the Board of Commissioners and the Board of Directors for the year ended December 31, 2025, was approximately Rp71,979 billion. Neither our Directors nor the directors of our subsidiaries will receive benefits upon the termination of their respective employment with our subsidiaries.

As of the date hereof, bonus payments to the Board of Directors for the year 2025 have not yet been made, as shareholder approval is still pending. Under applicable regulations such approval is subject to the authority of the Ministry of State-Owned Enterprises (BUMN) and/or Danantara and must be obtained through a formal resolution at a GMS before any payment can be made.

Equity Compensation Plans

On June 22, 2022, our Board of Directors adopted an executive compensation recovery policy (the "**Clawback Policy**"), which provides for the recovery of certain incentive-based compensation from current and former members of our Board of Commissioners and/or our Board of Directors in the event that we are required to restate any of our financial statements filed with the SEC under the Exchange Act to correct an error that is material to the previously-issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period. Adoption of the Clawback Policy was mandated by new Section 303A.14 of the NYSE Listed Company Manual, which was introduced pursuant to Rule 10D-1 of the Exchange Act. The Clawback Policy is in addition to Section 304 of the Sarbanes-Oxley Act of 2002, which permits the SEC to order the disgorgement of bonuses and incentive-based compensation earned by a registrant issuer's chief executive officer and chief financial officer in the year following the filing of any financial statement that the issuer is required to restate because of misconduct, and the reimbursement of those funds to the issuer. A copy of the Clawback Policy has been filed herewith as Exhibit 97.1.

C. BOARD PRACTICES

Our Board of Commissioners acts as our overall supervisory and monitoring body with principal functions including planning and development, operations and budgeting in compliance with our Articles of Association, and to carry out the mandate and resolutions of the AGMS and EGMS. The Board of Commissioners does not have the authority to run or manage our Company, except in the exceptional situation when all members of the Board of Directors are suspended for any reason. The Board of Commissioners provides advice and opinions to the AGMS with respect to