Board of Commissioners' Self-Assessment Policy

Telkom has a self-assessment policy to assess the performance of the Board of Commissioners, which is a form of accountability for the collegial performance assessment of the Board of Commissioners that is expected to motivate each member of the Board of Commissioners to improve their performance. This policy is stated in the Joint Regulation of the Board of Commissioners and Directors Number 05/KEP/DK/2022 and PD.620.00/r.01/HK200/COP-M4000000/2022 regarding Work Procedure Guidelines for the Board of Commissioners and Directors (Board Manual) of the Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk.

Board of Commissioners' Performance Assessment

The performance of Telkom's Board of Commissioners is assessed based on Key Performance Indicator (KPI) formulated from their main duties, including supervising the policies and management of the company by the Board of Directors, providing advice to the Board of Directors, and supervising the implementation of the Company's Long-Term Plan, Work Plan and Annual Budget, provisions of the Articles of Association, GMS Decisions, and laws and regulations in accordance with the company's objectives. KPI evaluations are conducted annually, with the 2025 evaluation results showing that the Board of Commissioners has performed its duties well.

Board of Commissioners' Performance Assessment Based on KPI in 2025

Key Performance Indicator (KPI)	Achievement	
	Point (%)	Score (%)
Planning	20	115
Supervision and Giving Advice	36	110
Reporting	16	100
Dynamic	28	112
Total	**100**	**110**

Committee Under the Board of Commissioners' Assessment

In carrying out its duties, the Board of Commissioners is assisted by Audit Committee, Committee Nomination and Remuneration, Committee for Planning and Risk Evaluation and Monitoring, and Integrated Governance Committee. The Board of Commissioners evaluates the performance of its subordinate committees annually and in 2025. The evaluation is conducted qualitatively to identify areas for performance improvement across the following indicators:

1. Consistency in ensuring follow-up.
2. Providing early warning regarding the deterioration of the company's financial condition (significant and critical issues), project progress, and the Company's KPI achievements.
3. Timeliness and accuracy in submitting reports to the Board of Commissioners.
4. The ability to identify fraud and oversee its resolution.
5. Comprehensiveness of the analysis and recommendations.
6. Continuous improvement of competencies.
7. The ability to maintain independence, set priority themes, and follow up on recommendations in action plans at subsidiaries.

Overall, these committees were able to carry out their duties and responsibilities effectively throughout 2025.

Evaluation of Committees Under the Board of Commissioners in 2025

Committees	Qualitative Measure
Audit Committee	Good
Committee for Nomination and Remuneration	Good
Committee for Planning and Risk Evaluation and Monitoring	Good
Integrated Governance Committee	Good

Independent Commissioner

As of December 31, 2025, Telkom has eight members of the Board of Commissioners, three of whom are Independent Commissioners. This number meets the requirements of OJK Regulation No. 33/POJK.04/2014, which is 30%. The GMS regulates the criteria for determining and appointing Independent Commissioners, which refer to:

1. Telkom Articles of Association.
2. Financial Services Authority Regulation No. 33/POJK.04/2014 regarding the Board of Directors and Board of Commissioners of Issuers or Public Companies, namely as follows:
    a. Not a person who works for or has the authority and responsibility to plan, lead, control, or supervise the company's related activities within the last 6 (six) months, except for reappointment as an Independent Commissioner in the following period.
    b. Does not own Telkom shares, either directly or indirectly.
    c. Has no affiliation with Telkom, members of the Board of Commissioners, members of the Board of Directors, or major shareholders of Telkom.
    d. Has no business relationship, either directly or indirectly, related to Telkom's business activities.

In addition to the provisions of the Articles of Association and POJK Number 33/POJK.04/2014, Telkom also complies with the provisions regarding Independent Commissioners as stipulated in Resolution of the Minister of State-Owned Enterprises Number PER-3/MBU/03/2023 regarding Organization and Human Resources of State-Owned Enterprises.

Independent Commissioners' Duties

As members of the Board of Commissioners who are independent, Independent Commissioners have the responsibility to support the implementation of good corporate governance principles within the company. Independent Commissioners have the following duties:

1. Ensure transparency and openness in the company's Financial Report.
2. Fair treatment of minority shareholder and other stakeholder.
3. Disclose transaction involving conflict of interest in a fair and equitable manner.
4. Ensure the company's compliance with applicable law and regulation.
5. Ensure the accountability of corporate organ.

In addition, Independent Commissioners also have the following responsibilities:

1. Ensure that the company has an effective business strategy, including monitoring schedule, budget, and the effectiveness of these strategy.
2. Ensure that the company appoints professional executive and manager.
3. Ensure that the company has information, court system, and audit system are running well.
4. Ensuring that the company complies with applicable law and regulation as well as the value established by the company in conducting its operation.
5. Ensure that risk and potential crises are always identified and managed properly.
6. Ensure that GCG principles and practice are adhered to and implemented properly.

Independence Statement

In accordance with Article 25 of OJK Regulation No. 33/POJK.04/2014, Independent Commissioners who have served for two periods (two terms in 5 years) may be reappointed, provided they declare their independence to the GMS and disclose it publicly in the Annual Report. Until the end of 2025 Financial Year, no Independent Commissioners at Telkom have served for two terms. However, Telkom still requires each Independent Commissioner to sign an Independence Statement annually. This is done as part of the implementation of GCG, to ensure that each member of the Board of Commissioners carries out their duties independently and without intervention from other parties.

Composition of Telkom's Independent Commissioners in 2025

Name	Basis of Appointment
Bambang Permadi Soemantri Brodjonegoro	AGMS dated May 27, 2021 to AGMS dated May 27, 2025
Bono Daru Adji	AGMS dated May 27, 2021 to AGMS dated May 27, 2025
Wawan Iriawan	AGMS dated June 18, 2020 to AGMS dated May 27, 2025
Yohanes Surya	AGMS dated May 27, 2025 to EGMS dated December 12, 2025
Deswandhy Agusman	AGM dated May 27, 2025
Ira Noviarti	EGMS dated September 16, 2025
Rofikoh Rokhim	EGMS dated December 12, 2025