

### Board of Directors' Attendance at Joint Meetings

| No. | Name                  | Position                                      | Total Meetings | Total Attendance | Percentage Attendance (%) |
|-----|-----------------------|---|----------------|------------------|---------------------------|
| 1.  | Ririek Adriansyah     | President Director                            | 13             | 13               | 100                       |
| 2.  | Herlan Wijanarko      | Director of Network & IT Solution             | 13             | 13               | 100                       |
| 3.  | Bogi Witjaksono       | Director of Wholesale & International Service | 13             | 13               | 100                       |
| 4.  | FM Venusiana R.       | Director of Enterprise & Business Service     | 13             | 13               | 100                       |
| 5.  | Heri Supriadi         | Director Finance and Risk Management          | 13             | 13               | 100                       |
| 6.  | Afriwandi             | Director of Human Capital Management          | 13             | 13               | 100                       |
| 7.  | Budi Setyawan Wijaya  | Director of Strategic Portfolio               | 13             | 12               | 92                        |
| 8.  | Muhamad Fajrin Rasyid | Director of Digital Business                  | 13             | 11               | 85                        |
| 9.  | Honesti Basyir        | Director of Group Business Development        | 8              | 8                | 100                       |

## BOARD OF COMMISSIONERS' PERFORMANCE ASSESSMENT

The performance assessment of the Board of Commissioners is carried out based on the Key Performance Indicator (KPI), which is formulated from the primary duties of the Board of Commissioners, including supervising the policies and running of the Company's management carried out by the Directors, and providing advice to the Directors, including overseeing the implementation of the Company's Long-Term Plan. Telkom's Annual Work and Budget, provisions of the Articles of Association and GMS Resolutions, and statutory regulations per the Company's aims and objectives. KPI evaluations are carried out every years, with the aggregation of evaluation results in 2023 showing that the Board of Commissioners has carried out its supervisory duties well.

### Board of Commissioners' Performance Assessment Based on KPI Year 2023

| Key Performance Indicators (KPI) | Achievement Score |            |
|----------------------------------|-------------------|------------|
|                                  | Point (%)         | Score (%)  |
| Planning                         | 20                | 100        |
| Supervision and Direction        | 36                | 100        |
| Reporting                        | 18                | 100        |
| Dynamic                          | 26                | 100        |
| <b>Score</b>                     | <b>100</b>        | <b>100</b> |

## COMMITTEE UNDER BOARD OF COMMISSIONERS' ASSESSMENT

The Board of Commissioners is assisted in carrying out its duties by the Audit Committee, Nomination and Remuneration Committee, and Planning and Risk Evaluation and Monitoring Committee. The Board of Commissioners assesses the performance of the committees under it every year, and in 2023, the assessment will be carried out using KPI self-assessment. In general, these committees were able to carry out their duties and responsibilities well throughout 2023.

### Performance of The Committees Under the Board of Commissioners in 2023

| Committees  | Score (%) |
|---|-----------|
| Audit Committee   | 100       |
| Committee for Nomination and Remuneration                 | 100       |
| Committee for Planning and Risk Evaluation and Monitoring | 100       |

## BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT

One of the measuring tools that can be used to assess the performance of the Board of Directors is the Key Performance Indicator (KPI) based on the Regulation of the Minister of SOE No.PER-3/MBU/03/2023 dated March 20, 2023 regarding Organs and Human Resources of State-Owned Enterprises, which contain:

- Obligation to sign the Management Contract by the Board of Directors. The Management Contract contains promises or statements from prospective members of the Board of Directors, namely that if they are appointed/re-appointed as members of the Board of Directors, they promise, among other things, to fulfill all targets set by the GMS/Minister, including KPIs that have been previously determined, and implement the principles of Good Corporate Governance (GCG).
- Performance appraisal based on KPI is determined collegially for the President Director, and individually for each member of the Board of Directors.

- The establishment of five perspectives in collegial preparation of the KPI for the Board of Directors, namely:

- Economic and social values for Indonesia;
- Business model innovation;
- Technology leadership;
- Increased investment; and
- Talent development.

The Board of Directors's KPI achievements are calculated collegially and individually and reviewed by the Public Accountant Office (KAP), which audits Telkom's financial reports. The collegial achievement report of KPI is presented in the Board of Directors' Collegiate Assessment section on this Annual Report.

In line with Telkom's commitment to managing ESG aspects in its business value chain, the Telkom has established key performance indicators in the ESG aspect category, including:

- Environmental aspects, reflected in the parameters of TJSI effectiveness, ITDRI research effectiveness;
- Social aspect, seen from the parameters of total shareholder return and social impact; and
- Governance aspects, reflected in the risk maturity index parameters, effectiveness of the 2023 financial reports, and procurement excellence.