

## Committee for Nomination and Remuneration

Nomination and Remuneration Committee (KNR) is one of the Committees established by the Board of Commissioners to assist the Board of Commissioners in its supervisory function, especially on nomination and remuneration policies and processes within the company. In carrying out its duties, KNR acts professionally and independently to ensure that the policies and processes carried out by the company in the field of nomination and remuneration, both at the level of the company and its subsidiaries, are in line with the company's goals and objectives and run in accordance with the principles of GCG and the provision of applicable law and regulation.

The establishment and implementation of the duties of KNR are guided by OJK Regulation No. 34/POJK.04/2014 on Nomination and Remuneration Committee of Issuers or Public Companies, Regulation of the Minister of SOEs No. PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises.

To further regulate the establishment and implementation of KNR's duties, the Board of Commissioners issued Resolution of the Board of Commissioners No. 14/KEP/DK/2024, dated July 23, 2024, contains Charter of the Nomination and Remuneration Committee.

## KNR's Scopes, Duties, and Responsibilities

Telkom KNR has the following scopes, duties, and responsibilities:

### 1. For Nomination

- a. Conduct periodic reviews of the Company's Talent Management System and monitor and evaluate its implementation.
- b. Evaluate the talent classification system and procedures carried out by the Board of Directors.

- c. Evaluate the position of the subsidiary's assets and income against Telkom parent's assets and income as a basis for proposing candidates for the management of the subsidiary to the GMS/Minister. The evaluation will be carried out no later than one month after the implementation of Telkom's AGMS.
- d. Validate and calibrate the talent proposed by the Board of Directors to the Board of Commissioners (selected talent) to produce a list of talent to be nominated (nominated talent) by the Board of Commissioners to the GMS/Minister.
- e. Evaluate the candidate for the company's deputy who will be proposed as a member of the Board of Directors or the Board of Commissioners of the company's subsidiaries, before submitting it to the GMS/Minister.
- f. Conduct an evaluation of the proposed organizational structure of the company one level below the Board of Directors proposed by the Board of Directors, referring to the principles of good corporate governance.
- g. Assist the Board of Commissioners who consult with the Board of Directors in selecting candidates for strategic positions within the company in accordance with the provisions of the company's Articles of Association, including the management of subsidiaries and Senior Vice President (SVP) Corporate Secretary.
- h. Providing recommendations to the Board of Commissioners to be submitted to Series A Dwiwarna shareholders of regarding:
  - i. Proposed composition of the company's Board of Directors.
  - ii. Candidates for members of the Board of Directors and Commissioners of subsidiaries in accordance with threshold.
  - iii. Candidates for President Director and President Commissioner of all subsidiaries of the company.
- i. To formulate policies and criteria needed in the nomination process for candidates for members of the Board of Directors, including the management of the company's subsidiaries.

## 2. For Remuneration

- a. Provide recommendation to the Board of Commissioners to be submitted to Series A Dwiwarna shareholders regarding the policy, amount and/or structure of the remuneration of the Board of Directors and the Board of Commissioners and then decided in GMS by considering:
  - i. Remuneration applicable in the telecommunications industry.
  - ii. Duties, responsibilities, and authorities of members of the Board of Directors and/or Board of Commissioners are linked to the achievement of the company's objective and performance.
  - iii. Performance target for each member of the Board of Directors and Board of Commissioners.
- b. Propose remuneration for the Board of Directors and Board of Commissioners in the form of salary or honorarium, allowances and facilities of a fixed nature as well as variable incentives to the Board of Commissioners at least once a year.
- c. Evaluate the proposed indicator and performance evaluation (Key Performance Indicator) of the Board of Commissioners.
- d. Prepare proposal for individual performance evaluation system (Individual Key Performance Indicator) for members of the Board of Directors.
- e. Compile and monitor the implementation of Performance Achievement Indicators (KPI) both Collegial KPI and Individual KPI of the Board of Directors.
- f. Deliver progress on the realization of Collegial Performance Achievement Indicator (KPI) and Individual KPI of the Board of Directors to shareholder/minister in accordance with statutory regulation.
- g. Conduct evaluation of remuneration policies for employees that require approval/response from the Board of Commissioners.
- h. Prepare a proposal for a competency development program for members of the Board of Directors and/or members of the Board of Commissioners.

Specifically for implementation of the submission of proposal for company representatives who are placed as managers of subsidiaries in 2025, it is carried out by referring to Letter of the Minister of State-Owned Enterprises No. S.675/MBU/10/2018 dated October 18, 2018

regarding Approval of Proposal, Limitation, and/or Criteria for the Authority of the Board of Commissioners of PT Telekomunikasi Indonesia (Persero) Tbk. In the Letter, the division of approval authority regarding the submission of proposal for company representatives who are placed as manager of the company's subsidiaries is carried out as follows:

### 1. Authority of Series A Dwiwarna Shareholders, are for:

- a. President Director and President Commissioner of the company's subsidiaries.
- b. Company management (Directors and Commissioners), with total assets  $\geq$  50% of the parent company's total assets and/or subsidiary revenue  $\geq$  50% of the parent company's revenue.

### 2. Authority of the Board of Commissioners of PT Telkom Indonesia (Persero) Tbk, is for:

Includes submitting proposal for filling the position of Director (other than the President Director) and members of the Board of Commissioners (other than the President Commissioner) in subsidiaries of the company with total assets  $<$  50% of the total assets of the parent company and/or subsidiaries with total revenue of  $<$  50% of the total revenue of the parent company.

As an implementation of the provision in the Letter of the Minister of State-Owned Enterprises Number S.675/MBU/10/2018, dated October 18, 2018, KNR in 2025 will conduct 9 Fit and Compliance Tests for 9 management positions (target positions) with 9 candidates in 6 subsidiaries.

## KNR's Composition

OJK Regulation Number 34/POJK.04/2015 regarding Nomination and Remuneration Committee of Issuers or Public Companies stipulates that the Nomination and Remuneration Committee (KNR) must have at least three members. One member, who also serves as the Chair of the KNR, must be an Independent Commissioner, while the other two members may come from the Board of Commissioners, external parties, or management under the Board of Directors. In addition, formation and composition of the KNR membership is also carried out by considering Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and PER-3/MBU/03/2023 dated March 20, 2023 regarding Organ and Human Resource of State-Owned Enterprises. In 2025, as a follow-up to the result

of the Company's Annual GMS and Extraordinary GMS held in 2025 which changed the membership composition of the Company's Board of Commissioners, several changes were made to the membership composition of KNR. Based on Resolution of the Board of Commissioners Number 05/KEP/DK/2024 dated February 6, 2024, the membership composition of KNR is as follows:

| Position | Name and Double Position Status                             | Basis of Appointment                                                                                                                                                                                                             | Term of Service                   |
|----------|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| Chairman | <b>Wawan Iriawan</b><br>Independent Commissioner            | Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.  | June 8, 2021 - May 27, 2025       |
| Members  | <b>Arya Mahendra Sinulingga</b><br>Commissioner             | Resolution of the Board of Commissioners No. 06/KEP/DK/2021 dated June 8, 2021 and updated by Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.                                                | June 8, 2021 - May 27, 2025       |
|          | <b>Ismail</b><br>Commissioner                               | Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.  | May 29, 2019 - September 16, 2025 |
|          | <b>Marcelino Rumambo Pandin</b><br>Independent Commissioner | Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019 and updated several times with the latest amendment based on Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024   | May 29, 2019 - May 27, 2025       |
|          | <b>Rizal Malarangeng</b><br>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. 05/KEP/DK/2024 dated February 6, 2024. | June 29, 2020 - Present           |
|          | <b>Silmy Karim</b><br>Commissioner                          | Resolution of the Board of Commissioners No. 07/KEP/DK/2023 dated June 27, 2023 and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2024 dated February 6, 2024.                            | June 27, 2023 - June 13, 2025     |

In connection with result of the Company's Annual GMS on May 27, 2025, which changed the membership composition of the Company's Board of Commissioners, based on Regulation of the Board of Commissioners Number 05/KEP/DK/2025 dated June 13, 2025, the membership composition of KNR Telkom is as follows:

| Position | Name and Double Position Status                  | Basis of Appointment                                                                                                                                                                               | Term of Service                   |
|----------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| Chairman | <b>Yohanes Surya</b><br>Independent Commissioner | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.                                                                                                                   | June 13, 2025 - December 12, 2025 |
| Members  | <b>Ismail</b><br>Commissioner                    | Resolution of the Board of Commissioners No. 06/KEP/DK/2019 dated May 29, 2019, and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025. | May 29, 2019 - September 16, 2025 |
|          | <b>Rizal Malarangeng</b><br>Commissioner         | Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and lastly re-established through Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025. | June 29, 2020 - Present           |
|          | <b>Ossy Dermawan</b><br>Commissioner             | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.                                                                                                                   | June 13, 2025 - Present           |

Meanwhile, in connection with result of the Company's Annual GMS on September 16, 2025, which changed the membership composition of the Company's Board of Commissioners, based on Resolution of the Board of Commissioners Number: 15/KEP/DK/2025 dated September 25, 2025, the membership composition of KNR Telkom is as follows:

| Position | Name and Double Position Status                  | Basis of Appointment                                                                                                                                                                                    | Term of Service                   |
|----------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| Chairman | <b>Yohanes Surya</b><br>Independent Commissioner | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025. | June 13, 2025 - December 12, 2025 |
| Members  | <b>Rizal Malarangeng</b><br>Commissioner         | Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and lastly re-established through Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025. | June 29, 2020 - Present           |
|          | <b>Ossy Dermawan</b><br>Commissioner             | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025. | June 13, 2025 - Present           |
|          | <b>Ira Noviarti</b><br>Independent Commissioner  | Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025.                                                                                                                   | September 25, 2025 - Present      |

And furthermore, in connection with result of the Company's Annual GMS on December 12, 2025, which again changed the membership composition of the Company's Board of Commissioners, based on Regulation of the Board of Commissioners Number 21/KEP/DK/2025 dated December 23, 2025, the membership composition of KNR Telkom is as follows:

| Position | Name and Double Position Status                   | Basis of Appointment                                                                                                                                                                                        | Term of Service              |
|----------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| Chairman | <b>Ira Noviarti</b><br>Independent Commissioner   | Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025. | September 25, 2025 - Present |
| Members  | <b>Rizal Malarangeng</b><br>Commissioner          | Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025.      | June 29, 2020 - Present      |
|          | <b>Ossy Dermawan</b><br>Commissioner              | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025.      | June 13, 2025 - Present      |
|          | <b>Rofikoh Rokhim</b><br>Independent Commissioner | Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025.                                                                                                                        | December 23, 2025 - Present  |

## Profile of KNR Members Who are Also Members of the Board of Commissioners

| <b>Ira Noviarti</b><br>Chairman |                                                                                                                                                                                                            |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Age</b>                      | 54 years old                                                                                                                                                                                               |
| <b>Citizenship</b>              | Indonesia                                                                                                                                                                                                  |
| <b>Domicile</b>                 | Banten, Indonesia                                                                                                                                                                                          |
| <b>Educational Background</b>   | • 1995 Bachelor of Economics (Financial Accounting), Universitas Indonesia, Indonesia                                                                                                                      |
| <b>Basis of Appointment</b>     | Resolution of the Board of Commissioners No. 15/KEP/DK/2025 dated September 25, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025 |
| <b>Concurrent Position</b>      | • 2025 - Present Strategic Advisor to Global Private Equity                                                                                                                                                |

| Ira Noviarti<br>Chairman   |               |                                                                             |
|----------------------------|---------------|-----------------------------------------------------------------------------|
| Work Experience            | • 2020 – 2024 | President Director, PT Unilever Indonesia                                   |
|                            | • 2017 – 2020 | Vice President Beauty & Personal Care, PT Unilever Indonesia                |
|                            | • 2015 – 2017 | Vice President, Unilever Food Solutions South-East Asia                     |
|                            | • 2010 – 2015 | Director Ice Cream and Media Consumer Market Insight, PT Unilever Indonesia |
| Professional Certification | • 2025        | Qualified Risk Governance Professional (QRGP)                               |

| Rizal Malarangeng<br>Member |                                                                                                                                                                                                       |                                                                                                       |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| Age                         | 61 years old                                                                                                                                                                                          |                                                                                                       |
| Citizenship                 | Indonesia                                                                                                                                                                                             |                                                                                                       |
| Domicile                    | Jakarta, Indonesia                                                                                                                                                                                    |                                                                                                       |
| Educational Background      | • 2000                                                                                                                                                                                                | Doctoral Comparative Politics, Ohio State University, United States of America                        |
|                             | • 1994                                                                                                                                                                                                | Magister Comparative Politics, Ohio State University, United States of America                        |
|                             | • 1990                                                                                                                                                                                                | Bachelor of Communication Science, Universitas Gadjah Mada, Indonesia                                 |
| Basis of Appointment        | Resolution of the Board of Commissioners No. 10/KEP/DK/2020 dated June 29, 2020 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025 |                                                                                                       |
| Concurrent Position         | • 2020 – Present                                                                                                                                                                                      | Commissioner, PT Energi Mega Persada                                                                  |
| Work Experience             | • 2001 – 2020                                                                                                                                                                                         | Executive Director, Freedom Institute                                                                 |
|                             | • 2016                                                                                                                                                                                                | Founder, Freedom Corp                                                                                 |
|                             | • 2009                                                                                                                                                                                                | Founder, Fox Indonesia                                                                                |
|                             | • 2008 – 2012                                                                                                                                                                                         | Director of IT System Operation, Indonesian Financial Transaction Reports and Analysis Center (PPATK) |
| Professional Certification  | • 2023                                                                                                                                                                                                | Qualified Risk Governance Professional (QRGP)                                                         |

| Ossy Dermawan<br>Member |                                                                                                                                                                                                       |                                                                                                                                                                        |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Age                     | 49 years old                                                                                                                                                                                          |                                                                                                                                                                        |
| Citizenship             | Indonesia                                                                                                                                                                                             |                                                                                                                                                                        |
| Domicile                | Jakarta, Indonesia                                                                                                                                                                                    |                                                                                                                                                                        |
| Educational Background  | • 2014                                                                                                                                                                                                | Master of Science, RSIS, Nanyang Technological University (NTU), Singapore                                                                                             |
|                         | • 2000                                                                                                                                                                                                | Bachelor of Science, Norwich University, United States of America                                                                                                      |
| Basis of Appointment    | Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025 and lastly re-established through Resolution of the Board of Commissioners No. 21/KEP/DK/2025 dated December 23, 2025 |                                                                                                                                                                        |
| Concurrent Position     | • 2024 – Present                                                                                                                                                                                      | Deputy Minister of Agrarian Affairs & Spatial Planning/Deputy Head of the National Land Agency, Ministry of Agrarian Affairs and Spatial Planning-National Land Agency |
|                         | • 2020 – Present                                                                                                                                                                                      | Executive Director, SBY*Ani Museum                                                                                                                                     |
|                         | • 2019 – Present                                                                                                                                                                                      | Manager, LavAni Volleyball Club                                                                                                                                        |
| Work Experience         | • 2018 – Present                                                                                                                                                                                      | Personal Staff of the 6 <sup>th</sup> President of the Republic of Indonesia                                                                                           |
|                         | • 2014 – 2018                                                                                                                                                                                         | Personal Secretary to the 6 <sup>th</sup> President of the Republic of Indonesia                                                                                       |

**Ossy Dermawan**

Member

|                                   |               |                                                                                |
|-----------------------------------|---------------|--------------------------------------------------------------------------------|
|                                   | • 2009 - 2014 | Staff Officer, Army Materiel Command (Spamad), Indonesian Army                 |
|                                   | • 2007 - 2009 | Company Commander, Cavalry Battalion 7/Sersus, Kodam Jaya                      |
|                                   | • 2006 - 2007 | Head of Operations Section, Cavalry Battalion 7/Sersus, Kodam Jaya             |
|                                   | • 2005 - 2006 | Platoon Commander, Cavalry Battalion 7/Sersus, Kodam Jaya                      |
|                                   | • 2004 - 2005 | Platoon Commander, Cavalry Battalion 3/Serbu, Kodam V/Brawijaya                |
|                                   | • 2002 - 2004 | Staff Officer, Indonesian Army Personnel Staff (Spersad), Indonesian Army      |
|                                   | • 2001 - 2002 | Staff Officer, Army Education and Training Command (Kodiklat), Indonesian Army |
| <b>Professional Certification</b> | • 2025        | Qualified Risk Governance Professional (QRGP)                                  |

**Rofikoh Rokhim**

Member

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Age</b>                        | 55 years old                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Citizenship</b>                | Indonesia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Domicile</b>                   | Jakarta, Indonesia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Educational Background</b>     | <ul style="list-style-type: none"> <li>• 2005 Ph.D in Economics, Universite de Paris 1 Pantheon-Sorbonne, France</li> <li>• 2002 D.E.A (M.Phil) International and Development Economic, Universite de Paris 1 Pantheon-Sorbonne, France</li> <li>• 2002 Master Specialist in Public Finance, Institute International d'Administration Publique, France</li> <li>• 1994 B.A in Public Administration, Universitas Gadjah Mada, Indonesia</li> <li>• 1990 B.A in Management Economic, Universitas Islam Indonesia, Indonesia</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Basis of Appointment</b>       | Resolution of the Board of Commissioners No.21/KEP/DK/2025 dated December 23, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Concurrent Position</b>        | <ul style="list-style-type: none"> <li>• 2025 - Present President Commissioner, PT Trimegah Sekuritas Indonesia</li> <li>• 2023 - Present Corporate Assessment Committee, Bursa Efek Indonesia</li> <li>• 2019 - Present Head of Master of Management Program, Faculty of Economics and Business, Universitas Indonesia</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Work Experience</b>            | <ul style="list-style-type: none"> <li>• 2017 - 2025 Deputy Chief Commissioner, PT Bank Rakyat Indonesia (BRI) Tbk</li> <li>• 2017 - 2019 Advisor and Expert on Ultra Micro Program, PT Permodalan Nasional Madani (PNM)</li> <li>• 2015 - 2017 President Commissioner, PT Hotel Indonesia Natour (Persero)</li> <li>• 2016 - 2017 Village Fund Task Force, Ministry of Villages, Transmigration and Disadvantaged Regions</li> <li>• 2015 - 2017 Committee for Service and Committee for Participation &amp; Organizational Performance &amp; HR, BPJS Ketenagakerjaan</li> <li>• 2014 - 2015 Oil and Gas Governance Task Force (Anti-Oil and Gas Mafia), Ministry of Energy and Mineral Resources</li> <li>• 2014 - 2015 Members of Audit Committee and Risk Committee, PT Pos Indonesia</li> <li>• 2008 - 2013 Head of the Indonesia Intelligence Unit</li> <li>• 1995 - 2008 Bisnis Indonesia Reporter</li> </ul> |
| <b>Professional Certification</b> | <ul style="list-style-type: none"> <li>• 2024 Level 6 Risk Management in Banking Industry by Bankers Association for Risk Management</li> <li>• 2024 Charter of Accountant (CA), Asosiasi Akuntan Indonesia</li> <li>• 2023 Indonesian Internal Auditor Practitioner (IIAP) in Audit Financing, Institute Internal Audit Indonesia</li> <li>• 2017 Level 1 &amp; Level 2 Risk Management in Banking Industry, LSPP/IBI</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

## 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:

|            |                          |           |                |
|------------|--------------------------|-----------|----------------|
| <b>WI</b>  | Wawan Iriawan            | <b>SK</b> | Silmy Karim    |
| <b>RM</b>  | Rizal Malarangeng        | <b>YS</b> | Yohanes Surya  |
| <b>IS</b>  | Ismail                   | <b>OD</b> | Ossy Dermawan  |
| <b>AMS</b> | Arya Mahendra Sinulingga | <b>IN</b> | Ira Noviarti   |
| <b>MRP</b> | Marcelino Rumambo Pandin | <b>RR</b> | 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 <sup>1)</sup>            | Chairman        | 5                | 5                   | 100                          |
| 2.  | Arya Mahendra Sinulingga <sup>1)</sup> | Member          | 5                | 5                   | 100                          |
| 3.  | Ismail <sup>2)</sup>                   | Member          | 11               | 9                   | 82                           |
| 4.  | Marcelino Rumambo Pandin <sup>1)</sup> | Member          | 5                | 4                   | 80                           |
| 5.  | Rizal Malarangeng                      | Member          | 13               | 13                  | 100                          |
| 6.  | Silmy Karim <sup>1)</sup>              | Member          | 5                | 4                   | 80                           |
| 7.  | Yohanes Surya <sup>3)</sup>            | Chairman        | 8                | 8                   | 100                          |
| 8.  | Ossy Dermawan <sup>4)</sup>            | Member          | 8                | 8                   | 100                          |
| 9.  | Ira Noviarti <sup>5)</sup>             | Chairman/Member | 2                | 2                   | 100                          |
| 10. | Rofikoh Rokhim <sup>6)</sup>           | 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<br>Jakarta        | July 30 - 31, 2025<br>November 12, 2025 | • Yohanes Surya<br>• Ossy Dermawan<br>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     |