

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	Wawan Iriawan 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	Arya Mahendra Sinulingga 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
	Ismail 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
	Marcelino Rumambo Pandin 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
	Rizal Malarangeng 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
	Silmy Karim 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	Yohanes Surya Independent Commissioner	Resolution of the Board of Commissioners No. 05/KEP/DK/2025 dated June 13, 2025.	June 13, 2025 - December 12, 2025
Members	Ismail 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
	Rizal Malarangeng 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
	Ossy Dermawan 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	Yohanes Surya 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	Rizal Malarangeng 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
	Ossy Dermawan 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
	Ira Noviarti 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	Ira Noviarti 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	Rizal Malarangeng 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
	Ossy Dermawan 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
	Rofikoh Rokhim 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

Ira Noviarti Chairman	
Age	54 years old
Citizenship	Indonesia
Domicile	Banten, Indonesia
Educational Background	• 1995 Bachelor of Economics (Financial Accounting), Universitas Indonesia, Indonesia
Basis of Appointment	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
Concurrent Position	• 2025 - Present Strategic Advisor to Global Private Equity

Ira Noviarti 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 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 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 th President of the Republic of Indonesia
	• 2014 – 2018	Personal Secretary to the 6 th 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
Professional Certification	• 2025	Qualified Risk Governance Professional (QRGP)

Rofikoh Rokhim

Member

Age	55 years old
Citizenship	Indonesia
Domicile	Jakarta, Indonesia
Educational Background	• 2005 Ph.D in Economics, Universite de Paris 1 Pantheon-Sorbonne, France • 2002 D.E.A (M.Phil) International and Development Economic, Universite de Paris 1 Pantheon-Sorbonne, France • 2002 Master Specialist in Public Finance, Institute International d'Administration Publique, France • 1994 B.A in Public Administration, Universitas Gadjah Mada, Indonesia • 1990 B.A in Management Economic, Universitas Islam Indonesia, Indonesia
Basis of Appointment	Resolution of the Board of Commissioners No.21/KEP/DK/2025 dated December 23, 2025
Concurrent Position	• 2025 - Present President Commissioner, PT Trimegah Sekuritas Indonesia • 2023 - Present Corporate Assessment Committee, Bursa Efek Indonesia • 2019 - Present Head of Master of Management Program, Faculty of Economics and Business, Universitas Indonesia
Work Experience	• 2017 - 2025 Deputy Chief Commissioner, PT Bank Rakyat Indonesia (BRI) Tbk • 2017 - 2019 Advisor and Expert on Ultra Micro Program, PT Permodalan Nasional Madani (PNM) • 2015 - 2017 President Commissioner, PT Hotel Indonesia Natour (Persero) • 2016 - 2017 Village Fund Task Force, Ministry of Villages, Transmigration and Disadvantaged Regions • 2015 - 2017 Committee for Service and Committee for Participation & Organizational Performance & HR, BPJS Ketenagakerjaan • 2014 - 2015 Oil and Gas Governance Task Force (Anti-Oil and Gas Mafia), Ministry of Energy and Mineral Resources • 2014 - 2015 Members of Audit Committee and Risk Committee, PT Pos Indonesia • 2008 - 2013 Head of the Indonesia Intelligence Unit • 1995 - 2008 Bisnis Indonesia Reporter
Professional Certification	• 2024 Level 6 Risk Management in Banking Industry by Bankers Association for Risk Management • 2024 Charter of Accountant (CA), Asosiasi Akuntan Indonesia • 2023 Indonesian Internal Auditor Practitioner (IIAP) in Audit Financing, Institute Internal Audit Indonesia • 2017 Level 1 & Level 2 Risk Management in Banking Industry, LSPP/IBI