

Furthermore, the procedure for proposing up to the determination of the remuneration of Telkom's Board of Commissioners is explained as follows:

1. The Board of Commissioners requests the KNR to draft a remuneration proposal for the Board of Commissioners.
2. The Committee for Nomination and Remuneration requests an independent party to draw up a framework on the remuneration of the Board of Commissioner.
3. The Committee for Nomination and Remuneration proposes the remuneration to the Board of Commissioners.
4. The Board of Commissioners proposes remuneration for the Board of Commissioner the GMS.
5. The GMS delegates authority and power to the Board of Commissioners, with the prior approval of Series A Shareholders to determine the remuneration for Board of Commissioner.

During 2019, Telkom has paid remuneration for the Board of Commissioners with a total value of Rp92.7 billion with income tax from remuneration borne by Telkom in the amount of Rp27.0 billion.

In more detail, the remuneration structure that shows the remuneration component and the nominal amount per component for each member of the Board of Commissioners can be seen as follows:

Board of Commissioners' Recapitulation of Remuneration

No.	Board of Commissioners	Salary and other Wages	Bonuses and THR ⁽¹⁾	Total
		(Rp million)		
1.	Rhenald Kasali ⁽²⁾	2,475	-	2,475
2.	Marsudi Wahyu Kisworo ⁽²⁾	2,220	-	2,220
3.	Margiyono Darsasumarja	3,421	10,233	13,654
4.	Cahyana Ahmadjayadi	3,422	10,233	13,655
5.	Edwin Hidayat Abdullah ⁽⁴⁾	3,165	6,990	10,155
6.	Isa Rachmatarwata ⁽⁵⁾	3,413	6,990	10,403
7.	Ismail ⁽²⁾	2,214	-	2,214
8.	Marcelino Rumambo Pandin ⁽²⁾	2,214	-	2,214
9.	Hendri Saparini ⁽³⁾	1,097	11,370	12,467
10.	Rinaldi Firmansyah ⁽³⁾	1,388	10,233	11,621
11.	Pamijati Pamela Johanna Waluyo ⁽³⁾	1,392	10,233	11,625

Remarks:

(1) THR refers to *Tunjangan Hari Raya* or religious holiday allowance

(2) Since May 24, 2019

(3) Up to May 24, 2019

(4) Up to November 18, 2019

(5) Up to December 23, 2019