

BOARD OF DIRECTORS' REMUNERATION

Telkom has a Board of Directors remuneration structure that refers to the Regulation of the Minister of State Owned Enterprises No.PER-04/MBU/2014 jo Number: PER-02/MBU/06/2016 jo Number: PER-01/MBU/06/2017 jo Number: PER-06/MBU/06/2018 jo. Number: PER-01/MBU/05/2019 regarding Guidelines for Determining the Income of Directors, Board of Commissioners, and SOE Supervisory Board. Based on these regulations the Board of Commissioners income components consist of:

1. Salaries;
2. Allowances;
3. Facilities; and
4. Bonus/Incentive.

Telkom determines the remuneration of the Directors through the following procedures:

1. Board of Commissioners requests Committee for Nomination and Remuneration to draft a remuneration proposal for the Board of Directors.

2. The Committee for Nomination and Remuneration requests an independent party to draw up a framework on the remuneration of the Board of Directors.
3. The Committee for Nomination and Remuneration proposes the remuneration to the Board of Commissioners.
4. Board of Commissioner proposes remuneration for the Board of Directors 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 the Board of Directors.

Determination of income in the form of salary/honorarium, allowances, and facilities that are still being done by considering the condition of the company. While bonuses/work incentives are annual work benefits based on the Company's performance, the amount of which is determined by the General Meeting of Shareholders.

BOARD OF DIRECTORS REMUNERATION MECHANISM AND PROCEDURE



Throughout 2019, Telkom has a total remuneration for all Directors of Rp163.6 billion with taxes from the remuneration borne by the company of Rp67.7 billion. The following table describes the remuneration received by Telkom's Directors in 2019:

Board of Directors' Recapitulation of Remuneration

No.	Board of Directors	Board of Directors	Tantiem dan THR ⁽¹⁾	Other Allowances	Total
		(Rp million)			
1.	Ririek Adriansyah ⁽²⁾	2,549	-	1,081	3,630
2.	Harry Mozarta Zen	3,732	15,107	933	19,772
3.	Siti Choiriana	3,732	10,344	933	15,009
4.	Bogi Witjaksono ⁽²⁾	2,194	-	949	3,143
5.	Zulhelfi Abidin	3,732	15,107	935	19,774
6.	Edwin Aristiawan ⁽²⁾	2,194	-	949	3,143
7.	Edi Witjara ⁽²⁾	2,323	-	993	3,316
8.	Faizal Rochmad Djoemadi ⁽²⁾	2,190	-	949	3,139
9.	Achmad Sugiarto ⁽²⁾	2,193	-	949	3,142
10.	Alex Janangkih Sinaga ⁽³⁾	1,870	17,773	523	20,166
11.	David Bangun ⁽³⁾	1,590	15,107	741	17,438
12.	Dian Rachmawan ⁽³⁾	1,590	15,107	464	17,161
13.	Abdus Somad Arief ⁽³⁾	1,590	15,107	464	17,161
14.	Herdy Rosadi Harman ⁽³⁾	1,698	15,107	464	17,269

Remarks:

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

(2) Since May 24, 2019

(3) Up to May 24, 2019