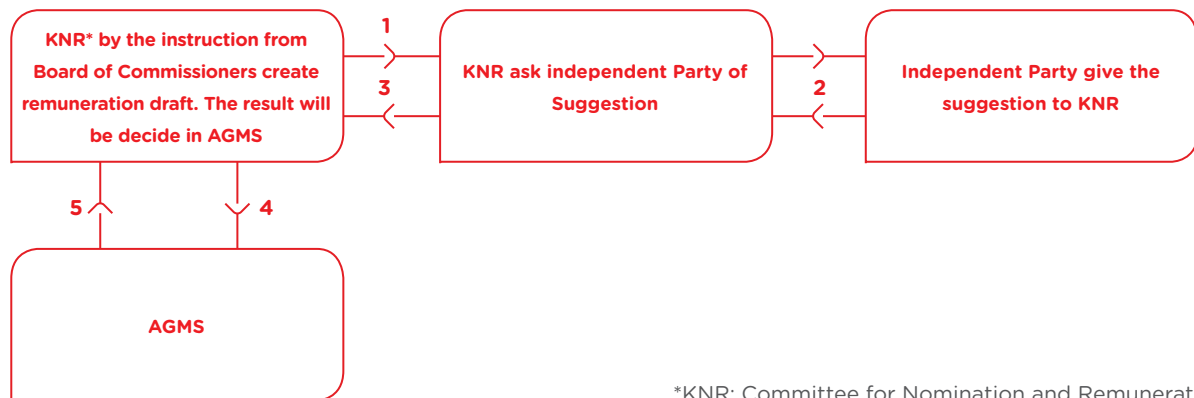


## BOARD OF COMMISSIONERS' REMUNERATION

The remuneration policy for Telkom's Board of Commissioners is based on Regulation of the State Minister for State-Owned Enterprises No. PER-04/MBU/2014 as lastly amended by Regulation of the Minister of SOE No. PER-12/MBU/11/2020 regarding Fifth Amendment to Regulation of the Minister of State-Owned Enterprises Number PER-04/MBU/2014 regarding Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises. Following these regulations, the Board of Commissioners' remuneration has components which consist of:

1. Salaries;
2. Allowances; consisting of:
  - a. Religious holiday allowance
  - b. Transportation allowance
  - c. Post-employment insurance
3. Facilities; consisting of:
  - a. Medical facility
  - b. Legal facility
4. Bonus/Incentive, which can be given in the form of Long Term Incentive (LTI)

### BOARD OF COMMISSIONERS REMUNERATION MECHANISM AND PROCEDURE



\*KNR: Committee for Nomination and Remuneration

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 framework referred to the Board of Commissioners.
4. The Board of Commissioners proposes remuneration for the Board of Commissioner to GMS.
5. The GMS delegates authority and power to the Board of Commissioners, with the prior approval of Series A Dwiwarna Shareholders to determine the remuneration for the Board of Commissioner.

For 2020, the total remuneration paid to the entire Board of Commissioners was Rp96.0 billion. The table below sets forth the remuneration paid to our Board of Commissioners received in 2020.

### Board of Commissioners' Recapitulation of Remuneration

No.	Board of Commissioners	Position	Honorarium & Other Allowances	Tantiem <sup>(1)</sup>	Total
			Rp million		
1.	Rhenald Kasali	President Commissioner/ Independent Commissioner	3,816	6,047	9,863
2.	Marsudi Wahyu Kisworo	Independent Commissioner	3,430	5,442	8,872
3.	Ahmad Fikri Assegaf <sup>(2)</sup>	Commissioner	1,489	-	1,489
4.	Wawan Iriawan <sup>(2)</sup>	Independent Commissioner	1,489	-	1,489
5.	Chandra Arie Setiawan <sup>(2)</sup>	Independent Commissioner	1,491	-	1,491
6.	Margiyono Darsasumarja <sup>(3)</sup>	Independent Commissioner	1,506	9,405	10,911
7.	Cahyana Ahmadjayadi <sup>(3)</sup>	Independent Commissioner	1,906	9,405	11,311
8.	Marcelino Rumambo Pandin	Commissioner	3,423	5,442	8,865
9.	Ismail	Commissioner	3,421	5,442	8,863
10.	Alex Denni <sup>(2)</sup>	Commissioner	1,491	-	1,491
11.	Rizal Mallarangeng <sup>(2)</sup>	Commissioner	1,493	-	1,493
12.	Hendri Saparini <sup>(4)</sup>			4,403	4,403
13.	Rinaldi Firmansyah <sup>(4)</sup>			3,963	3,963
14.	Isa Rachmatarwata <sup>(6)</sup>			9,208	9,208
15.	Edwin Hidayat Abdullah <sup>(5)</sup>			8,346	8,346
16.	Pamijati Pamela Johanna W. <sup>(4)</sup>			3,963	3,963

Remark:

(1) Tantiem stated as gross tantiem

(2) Since June 19, 2020

(3) Up to June 19, 2020

(4) Up to May 24, 2019

(5) Up to November 18, 2019

(6) Up to December 23, 2019

In addition to providing remuneration, Telkom also includes the Board of Commissioners to become BPJS *Kesehatan* participants as Telkom's efforts to support the National Health Insurance programs run by the Government.

In order to support the Government's program to eradicate COVID-19 pandemic, the entire Board of Commissioners provides full support both morally and materially. In 2020, the Board of Commissioners will donate all *Tunjangan Hari Raya* (THR) or religious holiday allowance to assist the Government in implementing programs related to the eradication of COVID-19 pandemic throughout Indonesia.