

BOARD OF DIRECTORS' REMUNERATION

Until the end of December 2020, the remuneration structure of Telkom's Board of Directors refers to 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. Based on this regulation, the income components of the Board of Directors 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. If needed, Committee for Nomination and Remuneration able to request an independent party to draw up a framework on the remuneration of the Board of Directors.
3. Committee for Nomination and Remuneration proposes the remuneration framework referred to the Board of Commissioners.
4. Board of Commissioner proposes remuneration for the Board of Directors 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 Directors.

Determination of income which in form of salary/honorarium, allowances, also permanent facilities still 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



*KNR: Committee for Nomination and Remuneration

For 2020, the total remuneration paid to the entire Board of Directors was Rp223.9 billion. The table below sets forth the remunerations paid to our Board of Directors received in 2020.

Board of Directors' Recapitulation of Remuneration

No.	Board of Directors	Position	Honorarium & Other Allowances	Tantiem ⁽¹⁾	Total
			Rp million		
1.	Ririek Adriansyah	President Director	5,532	13,438	18,970
2.	Edi Witjara	Director of EBIS	4,903	12,094	16,997
3.	Afriwandi	Director of HCM ⁽²⁾	2,996	-	2,996
4.	Dian Rachmawan	Director of WINS ⁽²⁾	2,883	8,317	11,200
5.	Herlan Wijanarko	Director of NITS ⁽²⁾	2,884	-	2,884
6.	Heri Supriadi	Director of KEU ⁽²⁾	2,884	-	2,884
7.	FM Venusiana R.	Director of CONS ⁽²⁾	2,884	-	2,884
8.	Budi Setyawan Wijaya	Director of SP ⁽²⁾	2,849	-	2,849
9.	Muhamad Fajrin Rasyid	Director of DB ⁽²⁾	2,884	-	2,884
10.	Zulhelfi Abidin	Director of NITS ⁽³⁾	2,752	19,739	22,491
11.	Achmad Sugiarto	Director of SP ⁽³⁾	2,750	11,422	14,172
12.	Bogi Witjaksono	Director of EBIS ⁽³⁾	2,750	11,422	14,172
13.	Faizal Rochmad Djoemadi	Director of DB ⁽³⁾	2,750	11,422	14,172
14.	Edwin Aristiawan	Director of WINS ⁽³⁾	2,750	11,422	14,172
15.	Harry Mozarta Zen	Director of KEU ⁽³⁾	2,750	19,739	22,489
16.	Siti Choiriana	Director of CONS ⁽³⁾	2,750	19,739	22,489
17.	Alex J. Sinaga	President Director ⁽⁴⁾	-	9,785	9,785
18.	Abdus Somad Arief	Director of WINS ⁽⁴⁾	-	8,317	8,317
19.	Herdy R. Harman	Director of HCM ⁽⁴⁾	-	8,807	8,807
20.	David Bangun	Director of DSP ⁽⁴⁾	-	8,317	8,317

Remark:

(1) Tantiem stated as gross tantiem

(2) Since June 19, 2020

(3) Up to June 19, 2020

(4) Up to May 24, 2019

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

In connection with COVID-19 pandemic which affects almost all economic activities in Indonesia, TelkomGroup provides full support both morally and materially. The Board of Directors donates all *Tunjangan Hari Raya* (THR) or religious holiday allowance to assist the Government in implementing programs related to the eradication of COVID-19 pandemic in all regions of Indonesia, so that it can improve the economy in all regions of Indonesia.

BOARD OF DIRECTORS' MEETING

The Board of Directors has provisions for holding Internal Meeting 1 (once) every month. If needed, the Board of Directors can hold other Meeting any time. In addition to the Board of Directors' Meeting, Telkom holds a Joint Meeting between the Board of Directors along with the Board of Commissioners at least 1 (one) time in 4 (four) months.

In Meeting, a quorum is reached when more than half of the members of the Board of Directors are present or legally represented at the Meeting. Each member of the Board of Directors present one vote (and one vote for each other represented Director). The decision making mechanism at the Board of Directors meeting is based on deliberation to reach consensus. If consensus is not reached, then decision making will be carried out based on the majority vote of the members of the Board of Directors who are present.