

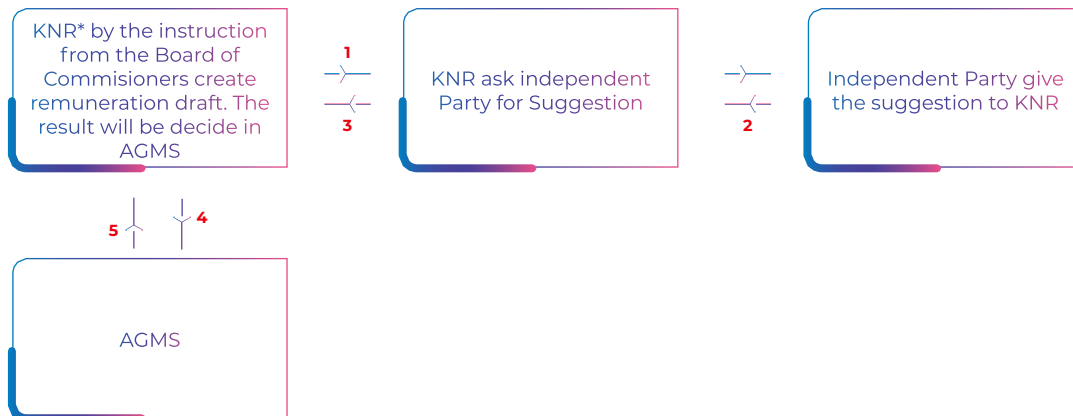


KNR'S EDUCATION AND TRAINING

Given that all members of Committee for Nomination and Remuneration are the Board of Commissioners, an explanation of education and training can be seen in the profile section of the Board of Commissioners in this Annual Report.

REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS 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 and Board of Directors are explained as follows:

1. The Board of Commissioners requests to KNR to draft a remuneration proposal for the Board of Commissioners and the Board of Directors.
2. If needed, Committee for Nomination and Remuneration can request an independent party to draw up a framework on the remuneration of the Board of Commissioner and the Board of Directors.
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 Commissioners and 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 Commissioners and the Board of Directors.

Remuneration Acceptance of the Board of Commissioners

In 2021, total remuneration paid by Telkom to all the Board of Commissioners who served in 2021 and previous period is Rp128.7 billion. The following table presents information on the remuneration paid to the Board of Commissioners in 2021.

Board of Commissioners' Recapitulation of Remuneration					
No.	Board of Commissioners	Position	Honorarium & Other Allowances	Tantiem ⁽¹⁾	Total
			Rp million		
1.	Bambang P. S. Brodjonegoro	President Commissioner/ Independent Commissioner ⁽²⁾	2,049	-	2,049
2.	Bono Daru Adji	Independent Commissioner ⁽²⁾	1,831	-	1,831
3.	Abdi Negara Nurdin	Independent Commissioner ⁽²⁾	1,833	-	1,833
4.	Wawan Iriawan	Independent Commissioner	3,313	6,467	9,780
5.	Arya Mahendra Sinulingga	Commissioner ⁽²⁾	1,829	-	1,829
6.	Isa Rachmatarwata	Commissioner ⁽²⁾	1,829	-	1,829
7.	Ismail	Commissioner ⁽³⁾	3,313	12,808	16,121
8.	Marcelino Rumambo Pandin	Commissioner ⁽³⁾	3,319	12,808	16,127
9.	Rizal Mallarangeng	Commissioner ⁽³⁾	3,317	6,467	9,784
10.	Rhenald Kasali	Former President Commissioner ⁽⁴⁾	1,674	14,600	16,274
11.	Chandra Arie Setiawan	Former Independent Commissioner ⁽⁴⁾	1,502	6,467	7,969
12.	Ahmad Fikri Assegaf	Former Independent Commissioner ⁽⁴⁾	1,501	6,467	7,968
13.	Marsudi Wahyu Kisworo	Former Independent Commissioner ⁽⁴⁾	1,504	13,140	14,644
14.	Alex Denni	Former Commissioner ⁽⁴⁾	1,502	6,467	7,969
15.	Cahyana Ahmadjayadi	Former Independent Commissioner ⁽⁵⁾	-	6,341	6,341
16.	Margiyono Darsasumarja	Former Independent Commissioner ⁽⁵⁾	-	6,341	6,341
Total			30,316	98,373	128,689

Remarks:

(1) Tantiem is declared as gross tantiem, including LTI, which is given to management of the Company who served in 2019 financial year.

(2) Remuneration May 28, 2021 - December 31, 2021

(3) Remuneration January 1 - December 31, 2021

(4) Remuneration January 1 - May 2021

(5) Remuneration for tantiem rights for Financial Year 2020



Remuneration Acceptance of the Board of Directors

In 2021, total remuneration paid by Telkom to all the Board of Directors who served in 2021 and previous period is Rp298.3 billion. The following table presents information on the remuneration paid to each Board of Directors in 2021.

Board of Directors' Recapitulation of Remuneration					
No.	Board of Directors	Position	Honorarium & Other Allowances	Tantiem(1)	Total
			Rp million		
1.	Ririek Adriansyah	President Director	5,396	31,626	37,022
2.	Afriwandi	Director of HCM	4,326	13,573	17,899
3.	Heri Supriadi	Director of FRM	4,632	13,573	18,205
4.	FM Venusiana R.	Director of CONS	4,632	13,573	18,205
5.	Edi Witjara	Director of EBIS	4,632	26,882	31,514
6.	Herlan Wijanarko	Director of NITS	4,632	13,573	18,205
7.	Muhamad Fajrin Rasyid	Director of DB	4,632	13,573	18,205
8.	Budi Setyawan Wijaya	Director of SP	4,632	13,573	18,205
9.	Bogi Witjaksono	Director of EBIS ⁽²⁾	2,555	14,007	16,562
10.	Dian Rachmawan	Director of WINS ⁽³⁾	1,974	14,588	16,562
11.	Harry Mozarta Zen	Director of KEU ⁽⁴⁾	-	14,514	14,514
12.	Siti Choiriana	Director of CONS ⁽⁴⁾	-	14,514	14,514
13.	Zulhelfi Abidin	Director of NITS ⁽⁴⁾	-	14,514	14,514
14.	Achmad Sugiarto	Director of SP ⁽⁴⁾	-	14,007	14,007
15.	Edwin Aristiawan	Director of WINS ⁽⁴⁾	-	14,007	14,007
16.	Faizal Rochmad Djoemadi	Director of DB ⁽⁴⁾	-	14,007	14,007
17.	Alex J. Sinaga	President Director ⁽⁵⁾	-	598	598
18.	Abdus Somad Arief	Director of WINS ⁽⁵⁾	-	508	508
19.	Herdy R. Harman	Director of HCM ⁽⁵⁾	-	538	538
20.	David Bangun	Director of DSP ⁽⁵⁾	-	508	508
Total			42,043	256,256	298,299

Remarks:

(1) Tantiem is declared as gross tantiem, including LTI

(2) Remuneration of May 28, 2021 - December 31, 2021

(3) Remuneration of January 1, 2021 - May 28, 2021

(4) Served until June 19, 2020, remuneration for tantiem rights for 2020 financial year and LTI for 2019 financial year

(5) Served until May 25, 2019, remuneration for LTI rights for 2019 financial year