



BOARD OF COMMISSIONERS' SELF ASSESSMENT POLICY

Telkom's Board of Commissioners has a self-assessment policy to assess the performance of the Board of Commissioners, in accordance with Joint Regulation of the Board of Commissioners and Directors No. 08/KEP/DK/2020 and PD.620.00/r.00/HK200/COP-M4000000/2020 regarding Guidelines for the Work Procedures of the Board of Commissioners and Directors (Board Manual) of the Company (*Persero*) PT Telekomunikasi Indonesia, Tbk. Self-assessment is carried out by each member of the Board of Commissioners to assess the performance of the Board of Commissioners collegially, which means that it is not an individual performance assessment. This policy is a guideline used as a form of accountability for the performance appraisal of the Board of Commissioners. With this policy, each member of the Board of Commissioners is expected to contribute to improving their performance on an ongoing basis.

INDEPENDENT COMMISSIONER

As of December 31, 2021, Telkom has a total of 9 Commissioners and 4 of them are Independent Commissioners. This amount exceeds the provisions of the Financial Services Authority Regulation No. 33/POJK.04/2014 by 30%.

Criteria for determining Independent Commissioners and appointment at the GMS refers to:

1. Regulation of the Minister of State-Owned Enterprises No. PER-02/MBU/02/2015, which includes Formal Requirements, Material Requirements, and Other Requirements.
2. Financial Services Authority Regulation No. 33//POJK.04/2014 regarding Directors and Board of Commissioners of Issuers or Public Companies, as follows:
 - a. Not a person who works or has the authority and responsibility to plan, lead, control, or supervise the activities of the Company in the past 6 (six) months, except for the reappointment as an Independent Commissioner in the following period.
 - b. Do not have Telkom shares either directly or indirectly.
 - c. Has no affiliation with Telkom, members of the Board of Commissioners, members of the Board of Directors, or main Shareholders of Telkom.
 - d. Has no direct or indirect business relationship related to Telkom's business activities.

INDEPENDENCE STATEMENT

Each member of the Board of Commissioners must carry out their duties independently without any intervention from other parties. In the composition of Telkom's Board of Commissioners, there are Independent Commissioners whose requirements refer to the provisions applicable in the Capital Market environment. In accordance with Article 25 of the Financial Services Authority Regulation No. 33/POJK.04/2014, Independent Commissioners who have served for 2 terms of office (2 times for 5 years) may be reappointed by declaring their independence to the GMS and publicly disclosed in the Annual Report.

As of December 31, 2021, there is no Independent Commissioner of Telkom who has complied with these provisions. However, Telkom requires each Independent Commissioner to continue to sign an Independence Statement every year, as an effort to implement GCG

BOARD OF COMMISSIONERS' MEETING

In accordance with Telkom's Board Manual and in line with OJK Regulation No. 33/POJK.04/2014, in particular Article 31, the Board of Commissioners is required to hold a meeting at least 1 time in 1 month or at any time deemed necessary. In addition, the Board of Commissioners is also required to hold joint meetings with the Board of Directors at least once every 3 months or at any time if necessary. During 2021, the Board of Commissioners has held 28 internal meetings and 13 joint meetings with the Board of Directors.

If more than half of the members of the Board of Commissioners are present at the held meeting, the meeting is considered a quorum. Decision making in the Board of Commissioners meeting is carried out by prioritizing deliberation for consensus. If consensus cannot be reached, then decision making is based on the majority vote of the members of the Board of Commissioners who are present or represented at the meeting. In the event that the number of votes is balanced, the decision taken is in accordance with the opinion of the Chairperson of the meeting.

The table below shows the frequency of attendance of each member of the Board of Commissioners in internal meetings and the frequency of attendance of each member of the Board of Commissioners and Board of Directors in joint meetings during 2021.

Board of Commissioners' Attendance and Agenda at Internal Meetings															
No.	Date	Meeting's Agenda													
1.	Thu, January 7, 2021	1.	Revision of the Company's Collegial KPIs and the Directors' Individual KPIs for 2020												
		2.	Preparation of the 2021 Board of Commissioners Supervision KPI												
		3.	Determination of Committee and Secretariat Performance Evaluation Method												
		4.	Evaluation Results of the Implementation of the Board Manual in Formulating the Decisions of the Board of Commissioners												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
2.	Tue, January 19, 2021	1.	Use of Remuneration Survey Consultants												
		2.	Retreat of the Company's Board of Commissioners and Directors												
		3.	Appointment of KEMPR Members and Staff												
		4.	Strategic Fit Project Uno and Project Iris												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
3.	Fri, February 19, 2021	1.	Top Talent Discussion												
		2.	Others: Appointment of Mr. Sarimin Mietra Sardi as secretariat staff in the Audit Committee												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	-	√	√	√	N/A	N/A	N/A	N/A
4.	Mon, March 1, 2021	1.	Top Talent Finalization												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
5.	Wed, March 31, 2021	1.	Submission of the 2020 financial statement closing audit progress												
		2.	Implementation of Integrated Whistleblowing System (WBS) Telkom and KPK												
		3.	Others: End term of Employment of KEMPR members												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
6.	Thu, April 15, 2021	1.	Delivery progress of TKDN TelkomGroup												
		2.	Others: Procurement of Public Accounting Firm (KAP) Services												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	-	√	√	√	√	√	√	N/A	N/A	N/A	N/A
7.	Thu, April 22, 2021	1.	Submission of Development in the Handling of Legal Cases												
	Attendance List	RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
		√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A



Board of Commissioners' Attendance and Agenda at Internal Meetings

No.	Date	Meeting's Agenda														
8.	Tue, May 11, 2021	<ol style="list-style-type: none"> Preparation for AGMS for Financial Year 2020 Audit Implementation Report 2020 and Proposed Appointment of KAP 2021 Proposed Tantiem for Financial Year 2020 and Remuneration for Management for Financial Year 2021 Socialization of the Minister of SOE Regulation No. PER-06/MBU/04/2021 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
9.	Wed, May 19, 2021	<ol style="list-style-type: none"> Discussion of Project Uno and Project Iris 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			√	N/A	√	√	√	√	√	√	√	√	N/A	N/A	N/A	N/A
10.	Fri, May 28, 2021	<ol style="list-style-type: none"> Delivery progress of TKDN TelkomGroup Others: Procurement of Public Accounting Firm (KAP) Services 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	-	-
11.	Fri, June 4, 2021	<ol style="list-style-type: none"> Legal Review: Audit Committee Proposed Appointment and Contract Extension of Members/Staff of Non-BoC Committees Audit Committee: Update on Audit Implementation for Financial Year 2020 and Appointment of KAP for Audit Financial Year 2021 Committee for Nomination and Remuneration: Proposed Tantiem for 2020 and Honorarium for Company Management in 2021 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
12.	Mon, June 7, 2021	<ol style="list-style-type: none"> Proposed Tantiem for Financial Year 2020 and Salary of President Director in 2021 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
13.	Mon, June 28, 2021	<ol style="list-style-type: none"> Procedure for Determination of Subsidiary Management Achievement of the Company's KPIs and the KPI of the Director of Digital Business 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
14.	Wed, July 21, 2021	<ol style="list-style-type: none"> Discussion of the Proposed Changes in the Organizational Structure of the Directorate of Finance Discussion of Strategic Fit Project Alpha 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
15.	Wed, July 28, 2021	<ol style="list-style-type: none"> Submission of Additional Explanation of Project Alpha 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
16.	Fri, August 20, 2021	<ol style="list-style-type: none"> Discussion on Applications for Support the Establishment of B2C DigiCo Telkomsel Turn Around Development of Subsidiary 														
	Attendance List		RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√

Board of Commissioners' Attendance and Agenda at Internal Meetings

No.	Date	Meeting's Agenda	Attendance List													
			RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
17.	Mon, August 23, 2021	1. Progress of Project Iris	N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
18.	Mon, September 6, 2021	1. Approval Proposal of Final Draft of Implementation Strategy Document (Mid Term Plan 2022 - 2024)	N/A	√	√	√	N/A	N/A	-	N/A	√	N/A	√	√	√	√
19.	Tue, September 14, 2021	1. Discussion of Fixed Mobile Convergence (FMC) and Open RAN	N/A	√	√	√	N/A	N/A	-	N/A	√	N/A	√	√	√	√
20.	Wed, September 15, 2021	1. Approval Proposal of Release Commitment Budget Capex Part 2 RKAP 2021	N/A	√	-	-	N/A	N/A	√	N/A	√	N/A	-	√	√	√
21.	Fri, September 24, 2021	1. Approval Discussion of Final Project Alpha	N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	-	√	√	√
22.	Thu, September 30, 2021	1. Additional Discussion Explanation of Project Alpha	N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	-	√	√	√
23.	Tue, October 26, 2021	1. Approval of the Charter of the Committees within the Board of Commissioners 2. Others: a. Committee for Nomination and Remuneration Secretary's Work Contract Extension b. Adjustment of Honorarium for Committee Members and Secretariat Staff of the Board of Commissioners	N/A	√	-	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
24.	Tue, November 23, 2021	1. Approval Discussion of RKAP 2022	N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
25.	Thu, December 2, 2021	1. Discussion on the Work Program of the Board of Commissioners and Committees for 2022	N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√



Board of Commissioners' Attendance and Agenda at Internal Meetings

No.	Date	Meeting's Agenda														
26.	Mon, December 13, 2021	1. Decision Making: a. Capex Release Part I RKAP 2022 b. Withdrawal of the Company's long-term loan c. Write-off of accounts receivable														
Attendance List			RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
27.	Thu, December 23, 2021	1. Discussion of the Approval Proposal: a. Release Part Two Equity Call MDI-500 b. Draft of the Board of Directors Regulation on Social and Environmental Responsibility														
Attendance List			RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√
28.	Tue, December 28, 2021	1. Discussion of the Proposal of Committee for Nomination and Remuneration on the Changes in the Telkom Digital Investment Fund (TDIF) KPI Dictionary and Appraisal Report of Project Milestone Completion For Planned 5G Initiative														
Attendance List			RK⁽¹⁾	BPSB⁽²⁾	IS	MRP	AFA⁽¹⁾	AD⁽¹⁾	RM	CAS⁽¹⁾	WI	MWK⁽¹⁾	AMS⁽²⁾	BDA⁽²⁾	IR⁽²⁾	ANN⁽²⁾
			N/A	√	√	√	N/A	N/A	√	N/A	√	N/A	√	√	√	√

Remarks:

RK	Rhenald Kasali	AD	Alex Denni	AMS	Arya Mahendra Sinulingga	(1)	Up to May 28, 2021
BPSB	Bambang Permadi Soemantri Brodjonegoro	RM	Rizal Mallarangeng	BDA	Bono Daru Adji	(2)	Since May 28, 2021
IS	Ismail	CS	Chandra Arie Setiawan	IR	Isa Rachmatarwata		
MRP	Marcelino Rumambo Pandin	WI	Wawan Iriawan	ANN	Abdi Negara Nurdin		
AFA	Ahmad Fikri Assegaf	MWK	Marsudi Wahyu Kisworo				