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For 2023, the total remuneration paid to the entire Board of Commissioners was Rp103,138,612,368. The table below sets forth the remuneration paid to our Commissioners received in 2023.

Commissioners	Honorarium	Religious Holiday Allowances	Transport Allowances	Tantiem	Total
Bambang P. S. Brodjonegoro	2,349,000,000	195,750,000	469,800,000	9,356,163,050	12,370,713,050
Bono Daru Adji	2,114,100,000	176,175,000	422,820,000	8,446,270,721	11,159,365,721
Abdi Negara Nurdin	2,114,100,000	176,175,000	422,820,000	8,446,174,292	11,159,269,292
Wawan Iriawan	2,114,100,000	176,175,000	422,820,000	8,446,237,979	11,159,332,979
Arya Mahendra Sinulingga	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
Ilsa Rachmatarwata	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
Ismail	2,114,100,000	176,175,000	422,820,000	8,446,367,150	11,159,462,150
Marcelino Rumambo Pandin	2,114,100,000	176,175,000	422,820,000	8,446,270,721	11,159,365,721
Rizal Mallarangeng	2,114,100,000	176,175,000	422,820,000	8,446,045,122	11,159,140,122
Silmy Karim ⁽¹⁾	1,244,199,194	0	248,839,839	0	1,493,039,033
Total	20,505,999,194	1,605,150,000	4,101,199,839	76,926,263,335	103,138,612,368

Notes:

(1) Mr. Silmy Karim has served as Commissioner since May 30, 2023.

For the fiscal year ended December 31, 2023, the total remuneration paid to the entire Board of Directors was Rp198,197,862,348. The table below sets forth the remunerations paid to our Directors received for the fiscal year ended December 31, 2023:

Directors	Honorarium	Religious Holiday Allowances	Transport Allowances	Tantiem	Total
Ririek Adriansyah	5,220,000,000	435,000,000	300,000,000	20,757,628,373	26,712,628,373
Afriwandi	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Heri Supriadi	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
FM Venusiana R	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Herlan Wijanarko	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Muhamad Fajrin Rasyid	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Budi Setyawan Wijaya	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Bogi Witjaksono	4,437,000,000	369,750,000	300,000,000	17,643,984,117	22,750,734,117
Honesti Basyir ⁽¹⁾	2,611,282,258	0	176,612,903	0	2,787,895,161
Edi Witjara ⁽²⁾	0	0	0	9,442,199,995	9,442,199,995
Total	38,890,282,258	3,023,250,000	2,576,612,903	153,707,717,187	198,197,862,348

Notes:

(1) Mr. Honesti Basyir has served as Director of Group Business Development since May 30, 2023.

(2) No longer in charge since July 8, 2022.

The total accrued remuneration of the Board of Commissioners and the Board of Directors for the year ended December 31, 2023, was Rp301,336,474,716 including tantiem. Neither our Directors nor the directors of our subsidiaries will receive benefits upon the termination of their respective employment with our subsidiaries.

Equity Compensation Plans

On June 22, 2022, our Board of Directors adopted an executive compensation recovery policy (the "**Clawback Policy**"), which provides for the recovery of certain incentive-based compensation from current and former members of our Board of Commissioners and/or our Board of Directors in the event that we are required to restate any of our financial statements filed with the SEC under the Exchange Act to correct an error that is material to the previously-issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period. Adoption of the Clawback Policy was mandated by new Section 303A.14 of the NYSE Listed Company Manual, which was introduced pursuant to Rule 10D-1 of the Exchange Act. The Clawback Policy is in

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addition to Section 304 of the Sarbanes-Oxley Act of 2002, which permits the SEC to order the disgorgement of bonuses and incentive-based compensation earned by a registrant issuer's chief executive officer and chief financial officer in the year following the filing of any financial statement that the issuer is required to restate because of misconduct, and the reimbursement of those funds to the issuer. A copy of the Clawback Policy has been filed herewith as Exhibit 97.1.

C. BOARD PRACTICES

Our Board of Commissioners acts as our overall supervisory and monitoring body with principal functions including planning and development, operations and budgeting in compliance with our Articles of Association, and to carry out the mandate and resolutions of the AGMS and EGMS. The Board of Commissioners does not have the authority to run or manage our Company, except in the exceptional situation when all members of the Board of Directors are suspended for any reason. The Board of Commissioners provides advice and opinions to the AGMS with respect to financial reporting, business development, appointment of auditors, and other important and strategic matters related to corporate actions. The Board of Commissioners also reviews our work plan and budget, keeps abreast of our progress, and in case our Company gives an indication of any decline in the growth of our business immediately requests the Board of Directors to notify the shareholders and provides recommendations on measures for mitigation. Finally, the Board of Commissioners ensures that our corporate governance program is properly applied and maintained in accordance with the applicable regulations.

The Board of Commissioners is obliged to carry out its duties and responsibilities in accordance with our Articles of Association, decisions made during any AGMS and EGMS and applicable laws and regulations.

The Board of Commissioners is assisted by a Board of Commissioners Secretary as well as the Audit Committee, the Nomination and Remuneration Committee and the Planning and Risk Evaluation and Monitoring Committee.

Meetings of the Board of Commissioners are held once every month. The Board of Commissioners must hold joint meetings with the Board of Directors at least once every three months. Decisions at Board of Commissioners meetings are taken through a process of deliberation and consensus. In the absence of consensus, decisions are based on a majority vote of the Commissioners in attendance or who are represented at the meeting. The quorum for all Board of Commissioners meetings requires attendance in person, through electronic media (such as teleconference or video conference) or by proxy granted to another Commissioner, which shall represent more than one-half of the total number of Commissioners.

The Board of Directors is generally responsible for managing our business in accordance with applicable laws, our Articles of Association and the policies and directives issued by the GMS and the Board of Commissioners. The Board of Directors also is authorized to act for and on our behalf, inside or outside a court of law, on any matter and for any event, with another party.

Meetings of the Board of Directors are held at least once a month and may be convened at any time deemed necessary or at the request of one or more members of the Board of Directors, or at the request of the Board of Commissioners.

Meetings of the Board of Directors are chaired by the President Director. In the event that the President Director is unavailable or absent for any reason, the meeting will be chaired by the Vice President Director. If the Vice President Director is unavailable, the meeting will be chaired by any Director appointed by the President Director. In the absence of the President Director and the Vice President Director and no appointment has been made, any director who has the longest tenure will chair the meeting.

Decisions at Board of Directors meetings are taken through a process of deliberation and consensus. If consensus cannot be reached, decisions are based on a majority vote of the Directors in attendance at the meeting. In the event of a tie, the proposed resolution will be decided by a Director who chairs such Board of Directors meeting. The quorum for all Board of Directors meeting requires attendance in person, or through video conference or by proxy granted to another Director, of Directors representing more than one-half of the total number of Directors. Each Director who is present at a Board of Directors meeting is entitled to cast one vote (and one vote for each other Director represented by proxy).

Individual Directors are charged with specific responsibilities. For more detailed information regarding the functions and authority of each of our Directors, see "— Directors and Senior Management — Board of Directors."