

Remuneration Acceptance of the Board of Directors

The total remuneration paid by Telkom to all Board of Directors who served in 2024, and the previous period was Rp206,383 billion. The following table presents details of the Board of Directors’ remuneration in 2024:

Board of Directors’ Recapitulation of Remuneration 2024

No	Directors	Position	Salary	Religious Holiday Allowance (THR)	Transport Allowance	Tantiem Financial Year 2023	Total
			Rp				
1.	Ririek Adriansyah	President Director	5,328,000,000	444,000,000	300,000,000	21,315,437,925	27,387,437,925
2.	Herlan Wijanarko	Director of Network & IT Solution	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
3.	Bogi Witjaksono	Director of Wholesale & International Service	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
4.	FM Venusiana R.	Director of Enterprise & Business Service	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
5.	Heri Supriadi	Director of Keuangan & Manajemen Risiko	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
6.	Afriwandi	Director of Human Capital Management	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
7.	Budi Setyawan Wijaya	Director of Strategic Portfolio	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
8.	Muhamad Fajrin Rasyid	Director of Digital Business	4,528,800,000	377,400,000	300,000,000	18,118,122,236	23,324,322,236
9.	Honesti Basyir ¹⁾	Director of Group Business Development	4,528,800,000	377,400,000	300,000,000	10,519,932,136	15,726,132,136
Total			41,558,400,000	3,463,200,000	2,700,000,000	158,662,225,713	206,383,825,713

Remark:

* All remuneration of the Board of Directors are included tax.

¹⁾ Tantiem for the period of May 30 to December 31, 2023.