

Resolution for the 2022 financial year. One of the things regulated in the Minister of State-Owned Enterprises Regulation Permen 3 the provision for postponing the payment of part of the tantiem, and Long-Term Incentive (LTI) to the Board of Directors and Board of Commissioners.

Remuneration Acceptance of the Board of Commissioners

The total remuneration paid by Telkom to all Board of Commissioners who served in 2024, and the previous period was Rp109,481 billion. The following table presents details of the Board of Commissioners' remuneration in 2024.

Board of Commissioners Remuneration Recapitulation for 2024

No	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transport Allowance	Tantiem Financial Year 2023	Total
			Rp				
1.	Bambang Permadi Soemantri Brodjonegoro	President Commissioner/ Independent Commissioner	2,397,600,000	199,800,000	479,520,000	9,591,947,066	12,668,867,066
2.	Wawan Iriawan	Independent Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
3.	Bono Daru Adji	Independent Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
4.	Marcelino Rumambo Pandin	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
5.	Ismail	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
6.	Rizal Mallarangeng	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
7.	Isa Rachmatarwata	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,360
8.	Arya Mahendra Sinulingga	Commissioner	2,157,840,000	179,820,000	431,568,000	8,632,752,360	11,401,980,260
9.	Silmy Karim	Commissioner	2,157,840,000	179,820,000	431,568,000	5,012,438,252	7,781,666,252
10.	Abdi Negara Nurdin ¹⁾	Independent Commissioner	179,820,000	0	35,964,000	9,001,292,324	9,217,076,324
Total			19,840,140,000	1,638,360,000	3,968,028,000	84,034,944,162	109,481,472,162

Remark:

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

¹⁾ Honorarium and transportation allowances for January 2024

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.