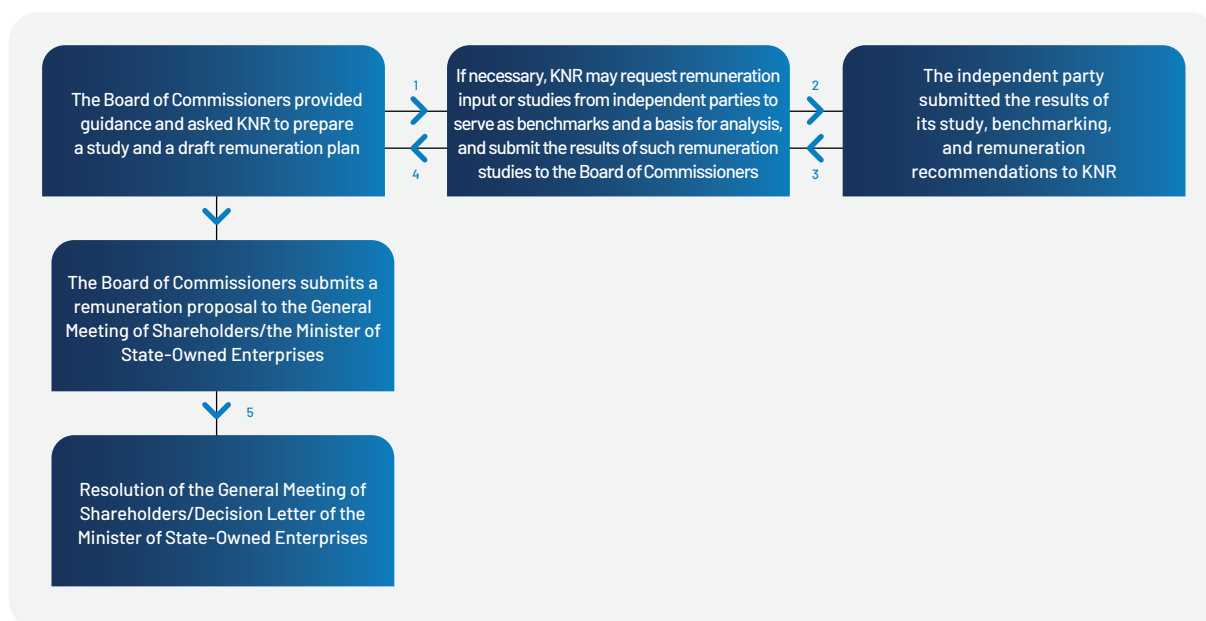


In Regulation of the Ministry of State-Owned Enterprises No. PER-3/MBU/03/2023 regarding Organizational Structure and Human Resources of State-Owned Enterprises, as mentioned above, also contains provisions regarding the deferral of a portion of performance bonuses and the granting of Long-Term Incentive (LTI) to the Board of Directors and the Board of Commissioners.

Procedure and Mechanism for Remuneration of the Board of Commissioners and the Board of Directors



Procedure for proposing and determining the remuneration of Telkom Board of Commissioners and Directors is as follows:

1. The Board of Commissioners requests the 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. Committee for Nomination and Remuneration proposes the remuneration framework referred to the Board of Commissioners.
4. The Board of Commissioners proposes remuneration for members of the Board of Commissioners and the Board of Directors to the General Meeting of Shareholders/the Minister of State-Owned Enterprises.
5. GMS can give authority and power to the Board of Commissioners, with the prior approval of Series A Dwiwarna shareholder to determine the remuneration for Board of Commissioners and the Board of Directors.

Remuneration of the Board of Commissioners in 2025

Total remuneration paid by Telkom to all members of the Board of Commissioners, both those serving in the 2025 period and those serving in the previous period, reached Rp23,766,274,451. The following table presents the details of the Board of Commissioners' remuneration for 2025:

Board of Commissioners' Recapitulation of Remuneration in 2025

No.	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transportation Allowance	Tantiem for 2025 Financial Year	Total
1.	Bambang Permadi Soemantri Brodjonegoro ⁹⁾	President Commissioner/ Independent Commissioner	799,200,000	199,800,000	159,840,000	-	1,158,840,000

No.	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transportation Allowance	Tantiem for 2025 Financial Year	Total
2.	Wawan Iriawan ¹⁾	Independent Commissioner	899,100,000	179,820,000	179,820,000	-	1,258,740,000
3.	Bono Daru Adji ¹⁾	Independent Commissioner	899,100,000	179,820,000	179,820,000	-	1,258,740,000
4.	Arya Mahendra Sinulingga ¹⁾	Commissioner	899,100,000	179,820,000	179,820,000	-	1,258,740,000
5.	Isa Rachmatarwata ¹⁾	Commissioner	899,100,000	179,820,000	179,820,000	-	1,258,740,000
6.	Marcelino Rumambo Pandin ¹⁾	Commissioner	899,100,000	179,820,000	179,820,000	-	1,258,740,000
7.	Ismail ³⁾	Commissioner	1,618,380,000	179,820,000	323,676,000	-	2,121,876,000
8.	Silmy Karim	Commissioner	2,157,840,000	179,820,000	431,568,000	-	2,769,228,000
9.	Rizal Malarangeng	Commissioner	2,157,840,000	179,820,000	431,568,000	-	2,769,228,000
10.	Angga Raka Prabowo ²⁾	President Commissioner	1,430,825,806	-	286,165,161	-	1,716,990,968
11.	Ossy Dermawan ²⁾	Commissioner	1,287,743,226	-	257,548,645	-	1,545,291,871
12.	Ronald Silaban ²⁾	Commissioner	1,287,743,226	-	257,548,645	-	1,545,291,871
13.	Yohanes Surya ⁵⁾	Independent Commissioner	1,171,730,323	-	234,346,064	-	1,406,076,387
14.	Deswandhy Agusman ²⁾	Independent Commissioner	1,287,743,226	-	257,548,645	-	1,545,291,871
15.	Ira Novianti ⁴⁾	Independent Commissioner	629,370,000	-	125,874,000	-	755,244,000
16.	Rofikoh Rokhim ⁶⁾	Independent Commissioner	116,012,903	-	23,202,581	-	139,215,484
Total			18,439,928,710	1,638,360,000	3,687,985,741	-	23,766,274,451

Remarks:

- All remuneration of the Board of Commissioners is after tax.

- Honorarium and allowances for the period of January - May 2025.
- Honorarium and allowances for the period of June - December 2025.
- Honorarium and allowances for the period of January - September 16, 2025.
- Honorarium and allowances for the period of September 16 - December 2025.
- Honorarium and allowances for the period of June - December 12, 2025.
- Honorarium and allowances for the period of December 12 - 31, 2025.

Remuneration of the Board of Directors in 2025

Total remuneration paid by Telkom to all Directors, both those serving in 2025 and the previous period, reached Rp45,823,780,645. The following table presents the details of the Board of Commissioners' remuneration for 2025:

Board of Directors' Recapitulation of Remuneration in 2025

No.	Board of Commissioners	Position	Salary	Religious Holiday Allowance (THR)	Transportation Allowance	Tantiem for 2025 Financial Year	Total
1.	Ririek Adriansyah ¹⁾	President Director	2,220,000,000	444,000,000	125,000,000	0	2,789,000,000
2.	Herlan Wijanarko ¹⁾	Director of Network & IT Solution	1,887,000,000	377,400,000	125,000,000	0	2,389,400,000
3.	Bogi Witjaksono ¹⁾	Director of Wholesale & International Service	1,887,000,000	377,400,000	125,000,000	0	2,389,400,000
4.	FM Venusiana R ¹⁾	Director of Enterprise & Business Service	1,887,000,000	377,400,000	125,000,000	0	2,389,400,000