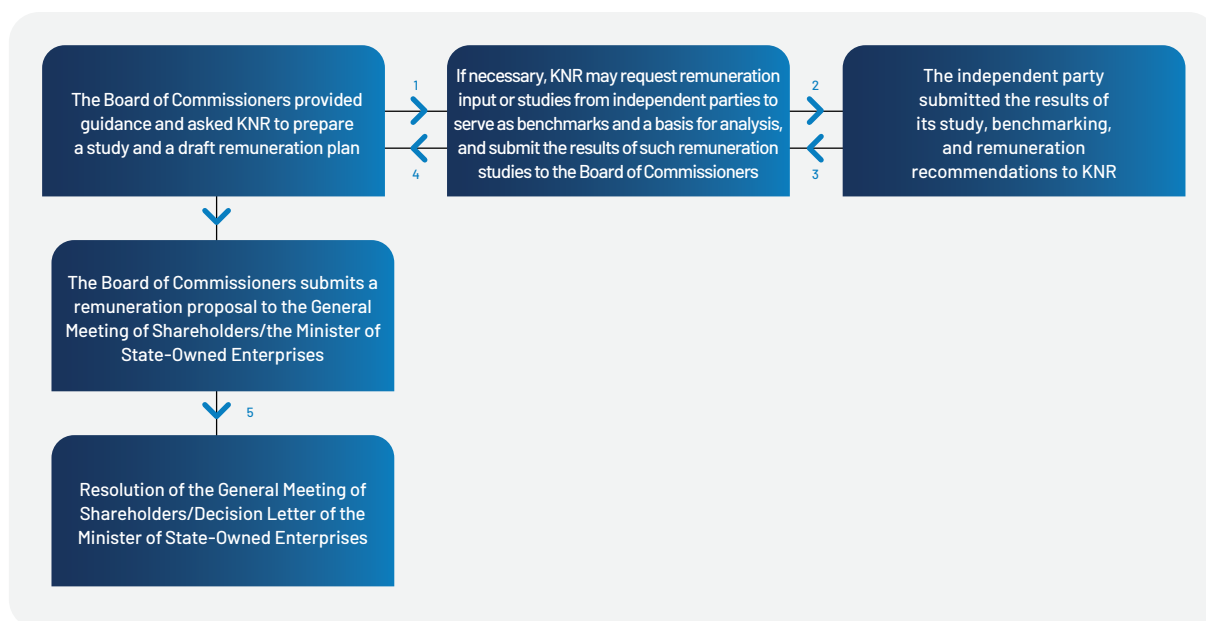


In Regulation of the Ministry of State-Owned Enterprises No. PER-3/MBU/03/2023 regarding Organizational Structure and Human Resources of State-Owned Enterprises, as mentioned above, also contains provisions regarding the deferral of a portion of performance bonuses and the granting of Long-Term Incentive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