BOARD OF COMMISSIONERS' SELF ASSESSMENT POLICY

Telkom's Board of Commissioners has a self-assessment policy to assess the performance of the Board of Commissioners, in accordance with Joint Regulation of the Board of Commissioners and Directors No. 08/KEP/ DK/2020 and PD.620.00/r.00/HK200/COP-M4000000/2020 regarding Guidelines for the Work Procedures of the Board of Commissioners and Directors (Board Manual) of the Company (*Persero*) PT Telekomunikasi Indonesia, Tbk. Selfassessment is carried out by each member of the Board of Commissioners to assess the performance of the Board of Commissioners collegially, which means that it is not an individual performance assessment. This policy is a guideline used as a form of accountability for the performance appraisal of the Board of Commissioners. With this policy, each member of the Board of Commissioners is expected to contribute to improving their performance on an ongoing basis.

INDEPENDENT COMMISSIONER

As of December 31, 2021, Telkom has a total of 9 Commissioners and 4 of them are Independent Commissioners. This amount exceeds the provisions of the Financial Services Authority Regulation No. 33/POJK.04/2014 by 30%.

Criteria for determining Independent Commissioners and appointment at the GMS refers to:

- 1. Regulation of the Minister of State-Owned Enterprises No. PER-02/MBU/02/2015, which includes Formal Requirements, Material Requirements, and Other Requirements.
- 2. Financial Services Authority Regulation No. 33//POJK.04/2014 regarding Directors and Board of Commissioners of Issuers or Public Companies, as follows:
 - a. Not a person who works or has the authority and responsibility to plan, lead, control, or supervise the activities of the Company in the past 6 (six) months, except for the reappointment as an Independent Commissioner in the following period.
 - b. Do not have Telkom shares either directly or indirectly.
 - c. Has no affiliation with Telkom, members of the Board of Commissioners, members of the Board of Directors, or main Shareholders of Telkom.
 - d. Has no direct or indirect business relationship related to Telkom's business activities.

INDEPENDENCE STATEMENT

Each member of the Board of Commissioners must carry out their duties independently without any intervention from other parties. In the composition of Telkom's Board of Commissioners, there are Independent Commissioners whose requirements refer to the provisions applicable in the Capital Market environment. In accordance with Article 25 of the Financial Services Authority Regulation No. 33/POJK.04/2014, Independent Commissioners who have served for 2 terms of office (2 times for 5 years) may be reappointed by declaring their independence to the GMS and publicly disclosed in the Annual Report.

As of December 31, 2021, there is no Independent Commissioner of Telkom who has complied with these provisions. However, Telkom requires each Independent Commissioner to continue to sign an Independence Statement every year, as an effort to implement GCG

BOARD OF COMMISSIONERS' MEETING

In accordance with Telkom's Board Manual and in line with OJK Regulation No. 33/POJK.04/2014, in particular Article 31, the Board of Commissioners is required to hold a meeting at least 1 time in 1 month or at any time deemed necessary. In addition, the Board of Commissioners is also required to hold joint meetings with the Board of Directors at least once every 3 months or at any time if necessary. During 2021, the Board of Commissioners has held 28 internal meetings and 13 joint meetings with the Board of Directors.



If more than half of the members of the Board of Commissioners are present at the held meeting, the meeting is considered a quorum. Decision making in the Board of Commissioners meeting is carried out by prioritizing deliberation for consensus. If consensus cannot be reached, then decision making is based on the majority vote of the members of the Board of Commissioners who are present or represented at the meeting. In the event that the number of votes is balanced, the decision taken is in accordance with the opinion of the Chairperson of the meeting.

The table below shows the frequency of attendance of each member of the Board of Commissioners in internal meetings and the frequency of attendance of each member of the Board of Commissioners and Board of Directors in joint meetings during 2021.

		Boa	rd of Com	nmis	sioner	s' Atten	dance	and	Agend	a at Ir	nternal M	leetings			
No.	Date	Meeting's Agenda													
1.	Thu, January	1.	Revision of	the C	Company	y's Colleg	gial KPIs	and t	he Direct	tors' In	dividual KF	Pls for 202	20		
	7, 2021	2.	Preparation	n of th	ne 2021 E	Board of	Commi	ssione	rs Super	vision	KPI				
		3.	Determina	tion o	of Comm	nittee and	d Secret	tariat P	Performa	ince E\	aluation M	1ethod			
		4.	Evaluation Board of Co				nentatic	on of th	ne Board	Manu	al in Formu	ulating th	e Decisio	ns of th	ne
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List	\checkmark	N/A			\checkmark	\checkmark	\checkmark	$\overline{\mathbf{v}}$	\checkmark	\checkmark	N/A	N/A	N/A	N/A
2.	Tue, January	1.	Use of Rem	nuner	ation Su	irvey Cor	nsultant	S							
	19, 2021	2.	Retreat of t	the Co	ompany	's Board	of Com	missio	ners and	Direct	tors				
		3.	Appointme	ent of	KEMPR	Membe	rs and S	Staff							
		4.	Strategic Fi	it Proj	ject Unc	and Pro	ject Iris								
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List	$\overline{\mathbf{v}}$	N/A		\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	N/A	N/A	N/A	N/A
3.	Fri, February	1.	Top Talent	Discu	ssion								-		
	19, 2021	2.	Others: App	pointr	ment of	Mr. Sarir	nin Mie	tra Sar	di as sec	retaria	t staff in th	ne Audit C	ommitte	e	
	Attendance List	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
		$\overline{\mathbf{v}}$	N/A				\checkmark	-			\checkmark	N/A	N/A	N/A	N/A
4.	Mon, March 1, 2021	1.	Top Talent	Finali	zation										
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List	\checkmark	N/A			\checkmark	\checkmark	\checkmark			\checkmark	N/A	N/A	N/A	N/A
5.	Wed, March	1.	Submissior	n of th	ne 2020 f	financial	statem	ient clo	osing aud	dit pro	gress				
	31, 2021	2.	Implement	tation	of Integ	grated W	histlebl	owing	System	(WBS)	Telkom an	id KPK			
		3.	Others: End	d tern	n of Emp	oloymen	t of KEN	MPR m	embers						
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List	\checkmark	N/A		\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	N/A	N/A	N/A	N/A
6.	Thu, April 15,	1.	Delivery pr	ogres	s of TKD	N Telkor	nGroup)					-		
	2021	2.	Others: Pro	ocurer	nent of	Public A	ccounti	ng Firr	m (KAP) :	Service	es				
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List	$\overline{\mathbf{v}}$	N/A		-						\checkmark	N/A	N/A	N/A	N/A
7.	Thu, April 22, 2021	1.	Submissior	n of D	evelopm	nent in th	ne Hand	dling o	f Legal C	ases					
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾
	List														

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		БОа	rd of Con			Atten	luance	und	Agena	u ut n	reennar m	ceangs				
No.	Date	Meeting's Agenda														
8.	Tue, May 11,	1.	Preparation	n for A	GMS fo	r Financi	al Year 2	2020					· · · · · · · · · · · · · · · · · · ·			
	2021	2.	Audit Imple	emen	tation R	eport 20)20 and	Propo	sed App	ointme	ent of KAP	2021				
		3.	Proposed T	antie	m for Fi	nancial Y	′ear 202	0 and	Remune	eration	for Manag	ement fo	r Financia	al Year	2021	
		4.	Socializatio	n of tl	he Minis	ster of SC	DE Regu	ulation	No. PER	-06/MI	3U/04/202 ⁻	1				
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	\checkmark	N/A	\checkmark		\checkmark	\checkmark	\checkmark	\checkmark	\checkmark		N/A	N/A	N/A	N/A	
9.	Wed, May 19, 2021	1.	Discussion of Project Uno and Project Iris													
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	\checkmark	N/A	\checkmark		\checkmark		\checkmark	\checkmark	\checkmark		N/A	N/A	N/A	N/A	
10.	Fri, May 28,	1.	Delivery pr	ogres	s of TKD	N Telkor	nGroup)								
	2021	2.	Others: Pro	curer	nent of	Public A	ccounti	ng Firr	m (KAP) :	Service	S					
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A		\checkmark		N/A	N/A	\checkmark	N/A	\checkmark	N/A	\checkmark	\checkmark	-	-	
11.	Fri, June 4,	1.	Legal Revie	ew: Au	ıdit Corr	nmittee										
	2021	2.	Proposed A	Appoir	ntment	and Con	tract Ex	tensio	n of Mer	nbers/	Staff of Noi	n-BoC Co	mmittees	5		
		 Proposed Appointment and Contract Extension of Members/Staff of Non-BoC Committees Audit Committee: Update on Audit Implementation for Financial Year 2020 and Appointment of KAP for Audit Financial Year 2021 														
			Audit Finar	ncial Y	′ear 202											
		4.	Audit Finar Committee Company N	e for N	lominat	ion and I	Remune	eratior	n: Propos	ed Tar	tiem for 20)20 and H	lonorariu	m for		
	Attendance	4.	Committee	e for N	lominat	ion and I	Remune AD ጣ	eratior RM	n: Propos CAS⁽¹⁾	ed Tar WI	tiem for 20 MWK መ)20 and H AMS ⁽²⁾	lonorariu BDA ⁽²⁾	m for IR ⁽²⁾	ANN ⁽²⁾	
	Attendance List	4.	Committee Company N	e for N Manag	lominat gement	ion and I in 2021									ANN ⁽²⁾ √	
12.		4. RK⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾	e for N Manag IS √	lominat gement MRP √	ion and I in 2021 AFA⁽¹⁾ N/A	AD(1) N/A	RM	CAS(1) N/A	WI	N/A	AMS ⁽²⁾ √	BDA ⁽²⁾ √	IR ⁽²⁾		
12.	List Mon, June 7, 2021 Attendance	4. RK⁽¹⁾ N/A	Committee Company M BPSB ⁽²⁾ V	e for N Manag IS √	lominat gement MRP √	ion and I in 2021 AFA⁽¹⁾ N/A	AD(1) N/A	RM	CAS(1) N/A	WI	N/A	AMS ⁽²⁾ √	BDA ⁽²⁾ √	IR ⁽²⁾		
12.	List Mon, June 7, 2021	4. RK (1) N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T	e for N Manaç IS √	lominat gement MRP √ m for Fi	ion and I in 2021 AFA ¶ N/A nancial Y	AD(1) N/A Year 202	RM √ 0 and	CAS ^{III} N/A Salary of	WI √ Presic	MWK(1) N/A lent Direct	AMS⁽²⁾ √ or in 2021	BDA ⁽²⁾ √	IR ⁽²⁾ √	\checkmark	
12.	List Mon, June 7, 2021 Attendance List Mon, June 28,	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾ \sqrt Proposed T BPSB ⁽²⁾	e for N Manag √ √ Tantier IS √	lominat gement V m for Fir MRP	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A	AD (1) N/A Year 202 AD (1) N/A	RM √ 0 and RM √	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A	wi √ Presic wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾	BDA ⁽²⁾ √ BDA ⁽²⁾	IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾	
	List Mon, June 7, 2021 Attendance List	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V	e for N Manag √ Tantier IS √ for De	Iominat gement MRP V m for Fil MRP V etermina	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S	AD ⁽¹⁾ N/A 'ear 202 AD ⁽¹⁾ N/A Subsidia	RM √ 0 and RM √ ary Mai	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A	wi √ Presic wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾	
	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure	e for N Manag √ Tantier IS √ for De	Iominat gement MRP V m for Fil MRP V etermina	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S	AD ⁽¹⁾ N/A 'ear 202 AD ⁽¹⁾ N/A Subsidia	RM √ 0 and RM √ ary Mai	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A	wi √ Presic wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾	
	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme	e for N Manag ✓ IS ✓ Tantier IS √ for De	lominat gement MRP \sqrt m for Fil MRP \sqrt etermina the Con	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S	AD ⁽¹⁾ N/A 'ear 202 AD ⁽¹⁾ N/A Subsidia (PIs and	RM √ 0 and RM √ ary Mai	CAS ^{IN} N/A Salary of CAS ^{IN} N/A nagement Pl of the	wi √ Presic wi √ nt	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A	AMS ⁽²⁾ V or in 2021 AMS ⁽²⁾ V al Busines	BDA ⁽²⁾ √ BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN(2) √	
	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21,	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ 2. RK ⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾	e for N Manag IS √ Tantier IS √ for De ent of t IS	lominat gement MRP \sqrt m for Fil MRP \sqrt etermina the Con MRP \sqrt	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S npany's P AFA ⁽¹⁾ N/A	AD ⁽¹⁾ N/A (rear 202 AD ⁽¹⁾ N/A Subsidia (PIs and AD ⁽¹⁾ N/A	RM √ 0 and RM √ ary Mar d the k RM √	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Diagement Pl of the CAS ⁽¹⁾ N/A	wi √ Presic vi √ nt Direct wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ 2. RK ⁽¹⁾ N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V	e for N Manag V IS √ Tantier IS V for Dee IS V of the	Iominat gement MRP V m for Fil MRP V etermina the Com MRP V e Propos	ion and I in 2021 AFA ^(h) N/A nancial Y AFA ^(h) N/A AFA ^(h) N/A Seed Char	AD ^m N/A 'ear 202 AD ^m N/A Subsidia (PIs and AD ^m N/A nges in t	RM √ 0 and RM √ ary Mar d the k RM √	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Diagement Pl of the CAS ⁽¹⁾ N/A	wi √ Presic vi √ nt Direct wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V Discussion	e for N Manag V IS √ Tantier IS V for Dee IS V of the	Iominat gement MRP V m for Fil MRP V etermina the Com MRP V e Propos	ion and I in 2021 AFA ^(h) N/A nancial Y AFA ^(h) N/A AFA ^(h) N/A Seed Char	AD ^m N/A 'ear 202 AD ^m N/A Subsidia (PIs and AD ^m N/A nges in t	RM √ 0 and RM √ ary Mar d the k RM √	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Diagement Pl of the CAS ⁽¹⁾ N/A	wi √ Presic vi √ nt Direct wi √	MWK ⁽¹⁾ N/A lent Direct MWK ⁽¹⁾ N/A N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2.	Committee Company N BPSB ⁽²⁾ \sqrt Proposed T BPSB ⁽²⁾ \sqrt Procedure Achieveme BPSB ⁽²⁾ \sqrt Discussion Discussion	e for N Manag IS √ irantier IS √ for De IS √ of the of Str	Iominat gement MRP \sqrt m for Fil MRP \sqrt etermina the Com MRP \sqrt e Propos ategic F	ion and I in 2021 AFA ⁽ⁿ⁾ N/A nancial Y AFA ⁽ⁿ⁾ N/A ation of S npany's P AFA ⁽ⁿ⁾ N/A sed Chan fit Projec	AD ⁽¹⁾ N/A (ear 202 AD ⁽¹⁾ N/A Subsidia (PIs and AD ⁽¹⁾ N/A ages in t t Alpha	RM V 0 and RM V ary Mar d the K RM V the Org	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A CAS ⁽¹⁾ (Pl of the CAS ⁽¹⁾ N/A ganizatic	wi √ Presice wi √ nt Direct wi √ onal Str	MWK ⁽¹⁾ N/A dent Direct MWK ⁽¹⁾ N/A N/A N/A ucture of t	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾ √ orate of F	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V Discussion Discussion	e for N Manag IS V iantiel IS V for De IS V of the of Str IS V	lominat gement MRP V m for Fii MRP V etermina the Con MRP V e Propos ategic F MRP V	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S hpany's k AFA ⁽¹⁾ N/A sed Char cit Projec AFA ⁽¹⁾ N/A	AD ^m N/A (ear 202 AD ^m N/A Subsidia (PIs and AD ^m N/A t Alpha AD ^m N/A	RM V 0 and RM V ary Mai d the K RM V the Org RM V	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A cas ⁽¹⁾ N/A ganizatic CAS ⁽¹⁾ N/A	wi √ Presic wi v Direct wi v pnal Str wi	MWK ⁽¹⁾ N/A ent Direct MWK ⁽¹⁾ N/A or of Digit MWK ⁽¹⁾ N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct	BDA ⁽²⁾ √ BDA ⁽²⁾ √ BDA ⁽²⁾ √ orate of F	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √ Einance	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2 2	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance List Wed, July 28, 2021 Attendance	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾ Proposed T BPSB ⁽²⁾ Procedure Achieveme BPSB ⁽²⁾ Discussion Discussion BPSB ⁽²⁾ 	e for N Manag IS V iantiel IS V for De IS V of the of Str IS V	lominat gement MRP V m for Fii MRP V etermina the Con MRP V e Propos ategic F MRP V	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S hpany's k AFA ⁽¹⁾ N/A sed Char cit Projec AFA ⁽¹⁾ N/A	AD ^m N/A (ear 202 AD ^m N/A Subsidia (PIs and AD ^m N/A t Alpha AD ^m N/A	RM V 0 and RM V ary Mai d the K RM V the Org RM V	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A cas ⁽¹⁾ N/A ganizatic CAS ⁽¹⁾ N/A	wi √ Presic wi v Direct wi v pnal Str wi	MWK ⁽¹⁾ N/A ent Direct MWK ⁽¹⁾ N/A or of Digit MWK ⁽¹⁾ N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct	BDA ⁽²⁾ √ BDA ⁽²⁾ √ BDA ⁽²⁾ √ orate of F	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √ Einance	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2 2	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance List Wed, July 28, 2021	4. RK ⁽⁰⁾ N/A 1. RK ⁽⁰⁾ N/A 1. 2. RK ⁽⁰⁾ N/A 1. 2. RK ⁽⁰⁾ N/A 1.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V Discussion Discussion Discussion Submissior	e for N Manag IS V iantier IS V for De IS V of the of Str IS V on of Ac	Iominat gement MRP \sqrt m for Fil MRP \sqrt etermina the Com MRP \sqrt e Propos ategic F MRP \sqrt dditiona	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S npany's P AFA ⁽¹⁾ N/A Sed Char it Projec AFA ⁽¹⁾ N/A	AD ⁽¹⁾ N/A (rear 202 AD ⁽¹⁾ N/A Subsidia (PIs and AD ⁽¹⁾ N/A ages in t t Alpha AD ⁽¹⁾ N/A N/A ation of	RM V 0 and RM V ary Mar d the K RM V the Org RM V Project	CAS ^{IN} N/A Salary of CAS ^{IN} N/A CAS ^{IN} N/A ganizatic CAS ^{IN} N/A t Alpha	wi √ Presice √ nt Direct wi √ onal Str vi	MWK ⁽¹⁾ N/A Ident Direct MWK ⁽¹⁾ N/A or of Digit. MWK ⁽¹⁾ N/A ucture of t MWK ⁽¹⁾ N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾ √ orate of F BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2: ANN ⁽²⁾ √	
13.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance List Wed, July 28, 2021 Attendance List Fri, August 20,	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V Discussion Discussion BPSB ⁽²⁾ V Submissior	e for N Manag IS V iantier IS V of the of the of the V of the V IS V	Iominat gement MRP V m for Fil MRP V etermina the Com MRP V eteropos ategic F MRP V dditiona	ion and I in 2021 AFA ⁽¹⁾ N/A nancial Y AFA ⁽¹⁾ N/A ation of S npany's k AFA ⁽¹⁾ N/A sed Char cit Projec AFA ⁽¹⁾ N/A at Splana AFA ⁽¹⁾ N/A	AD ^m N/A (ear 202 AD ^m N/A Subsidia (PIs and AD ^m N/A ation of AD ^m N/A ation of AD ^m	RM V 0 and RM V ary Mar d the K RM V the Org RM V Project RM V	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Dagement Pl of the CAS ⁽¹⁾ N/A CAS ⁽¹⁾ N/A tt Alpha CAS ⁽¹⁾ N/A	wi √ Presic √ nt Direct wi √ onal Str wi √ wi √	Μ₩Κ ^(η) N/A dent Direct Μ₩Κ ^(η) N/A or of Digit. Μ₩Κ ^(η) N/A ucture of t Μ₩Κ ^(η) N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct AMS ⁽²⁾ √ AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾ √ orate of F BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2 ANN ⁽²⁾ √	
13. 14.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance List Wed, July 28, 2021 Attendance	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2.	Committee Company N BPSB ⁽²⁾ Proposed T BPSB ⁽²⁾ Procedure Achieveme BPSB ⁽²⁾ Discussion BPSB ⁽²⁾ Submissior BPSB ⁽²⁾ 	e for N Manag V IS V for De IS V for De IS V of the of Str IS V n of Ac IS V on Ap	Iominat gement MRP V m for Fil MRP V etermina the Com MRP V e Propos ategic F MRP V dditiona	ion and I in 2021 AFA ⁽ⁿ⁾ N/A nancial Y AFA ⁽ⁿ⁾ N/A ation of S npany's k AFA ⁽ⁿ⁾ N/A sed Char it Projec AFA ⁽ⁿ⁾ N/A al Explana AFA ⁽ⁿ⁾ N/A	AD ⁽¹⁾ N/A (rear 202 AD ⁽¹⁾ N/A Gubsidia (PIs and AD ⁽¹⁾ N/A ages in t t Alpha AD ⁽¹⁾ N/A ation of AD ⁽¹⁾ N/A	RM V 0 and RM V ary Mai d the K RM V che Org RM V Project RM V he Est	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Dagement Pl of the CAS ⁽¹⁾ N/A CAS ⁽¹⁾ N/A tt Alpha CAS ⁽¹⁾ N/A	wi √ Presic √ nt Direct wi √ onal Str wi √ wi √	Μ₩Κ ^(η) N/A dent Direct Μ₩Κ ^(η) N/A or of Digit. Μ₩Κ ^(η) N/A ucture of t Μ₩Κ ^(η) N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct AMS ⁽²⁾ √ AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾ √ orate of F BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2 ANN ⁽²⁾ √	
13. 14.	List Mon, June 7, 2021 Attendance List Mon, June 28, 2021 Attendance List Wed, July 21, 2021 Attendance List Wed, July 28, 2021 Attendance List Fri, August 20,	4. RK ⁽¹⁾ N/A 1. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2. RK ⁽¹⁾ N/A 1. 2.	Committee Company N BPSB ⁽²⁾ V Proposed T BPSB ⁽²⁾ V Procedure Achieveme BPSB ⁽²⁾ V Discussion BPSB ⁽²⁾ V Submissior BPSB ⁽²⁾ V Submissior	e for N Manag V IS V for De IS V for De IS V of the of Str IS V n of Ac IS V on Ap	Iominat gement MRP V m for Fil MRP V etermina the Com MRP V e Propos ategic F MRP V dditiona	ion and I in 2021 AFA ⁽ⁿ⁾ N/A nancial Y AFA ⁽ⁿ⁾ N/A ation of S npany's k AFA ⁽ⁿ⁾ N/A sed Char it Projec AFA ⁽ⁿ⁾ N/A al Explana AFA ⁽ⁿ⁾ N/A	AD ⁽¹⁾ N/A (rear 202 AD ⁽¹⁾ N/A Gubsidia (PIs and AD ⁽¹⁾ N/A ages in t t Alpha AD ⁽¹⁾ N/A ation of AD ⁽¹⁾ N/A	RM V 0 and RM V ary Mai d the K RM V che Org RM V Project RM V he Est	CAS ⁽¹⁾ N/A Salary of CAS ⁽¹⁾ N/A Dagement Pl of the CAS ⁽¹⁾ N/A CAS ⁽¹⁾ N/A tt Alpha CAS ⁽¹⁾ N/A	wi √ Presic √ nt Direct wi √ onal Str wi √ wi √	Μ₩Κ ^(η) N/A dent Direct Μ₩Κ ^(η) N/A or of Digit. Μ₩Κ ^(η) N/A ucture of t Μ₩Κ ^(η) N/A	AMS ⁽²⁾ √ or in 2021 AMS ⁽²⁾ √ al Busines AMS ⁽²⁾ √ the Direct AMS ⁽²⁾ √ AMS ⁽²⁾ √	BDA ⁽²⁾ √ BDA ⁽²⁾ √ SS BDA ⁽²⁾ √ orate of F BDA ⁽²⁾ √	IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾ √ IR ⁽²⁾	√ ANN ⁽²⁾ √ ANN ⁽²⁾ √ 2 ANN ⁽²⁾ √	



		Boa	rd of Con	nmis	sioner	s' Atten	dance	and	Agend	a at Ir	nternal M	leetings	5			
No.	o. Date Meeting's Agenda															
17.	Mon, August 23, 2021	1. Progress of Project Iris														
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A	\checkmark	\checkmark	\checkmark	N/A	N/A	\checkmark	N/A	\checkmark	N/A		\checkmark	\checkmark		
18.	Mon, September 6, 2021	1. Approval Proposal of Final Draft of Implementation Strategy Document (Mid Term Plan 2022 - 2024)														
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A	\checkmark	\checkmark	\checkmark	N/A	N/A	-	N/A	\checkmark	N/A	\checkmark	\checkmark	\checkmark	\checkmark	
19.	Tue, September 14, 2021	1.	Discussion	of Fix	ed Mob	ile Conve	ergence	(FMC)	and Op	en RAI	N					
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A	\checkmark	\checkmark	\checkmark	N/A	N/A	-	N/A	\checkmark	N/A		\checkmark	\checkmark		
20.	Wed, September 15, 2021	1.	Approval P	ropos	al of Rel	ease Cor	nmitm	ent Bu	dget Ca	pex Pa	rt 2 RKAP 2	2021				
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A	\checkmark	-	-	N/A	N/A	\checkmark	N/A	\checkmark	N/A	-		\checkmark		
21.	Fri, September 24, 2021	1. Approval Discussion of Final Project Alpha														
	Attendance List	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
		N/A	\checkmark		\checkmark	N/A	N/A	\checkmark	N/A		N/A	-	\checkmark			
22.	Thu, September 30, 2021	1. Additional Discussion Explanation of Project Alpha														
	Attendance List	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
		N/A			\checkmark	N/A	N/A		N/A		N/A	-	\checkmark	\checkmark		
23.	Tue, October	1.	Approval o	f the (Charter (of the Cc	mmitte	es wit	hin the E	Board d	of Commis	sioners				
	26, 2021	2.	Others:													
				tment	t of Hon					5	/'s Work Co d Secretaria			d of		
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾		RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A	\checkmark	-	\checkmark	N/A	N/A	\checkmark	N/A	\checkmark	N/A		\checkmark	\checkmark		
24.	Tue, November 23, 2021	1.	Approval D)iscus:	sion of F	RKAP 202	22									
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A				N/A	N/A		N/A		N/A					
25.	Thu, December 2, 2021	1.	Discussion	on th	ie Work	Program	n of the	Board	of Comr	nissior	ners and Co	ommittee	s for 2022	-		
	A 11	DI(())	BPSB ⁽²⁾	IS	MDD	AFA ⁽¹⁾						A A 4 (2)	DD A (2)	10(2)	A N IN I(2)	
	Attendance List	RK ⁽¹⁾	DF3D	15	MRP	AFA"		RM		WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	

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		Boa	rd of Com	mis	sioners	s' Atter	dance	and	Agend	a at Ir	nternal M	leetings				
No. Date Meeting's Agenda																
26.	Mon,	1.	Decision Ma	king	:											
	December 13, 2021		a. Capex F	Relea	ase Part	I RKAP 2	2022									
		b. Withdrawal of the Company's long-term loan														
			c. Write-o	ff of	account	s receiva	able									
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A		\checkmark		N/A	N/A	\checkmark	N/A	\checkmark	N/A	\checkmark	\checkmark	\checkmark		
27.	Thu,	1.	Discussion o	fthe	e Approv	al Propo	osal:									
	December 23, 2021		a. Release	Par	t Two Ec	quity Cal	I MDI-50	00								
		b. Draft of the Board of Directors Regulation on Social and Environmental Responsibility														
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A				N/A	N/A	\checkmark	N/A	\checkmark	N/A	\checkmark	\checkmark	\checkmark		
28.	Tue, December 28, 2021	 Discussion of the Proposal of Committee for Nomination and Remuneration on the Changes in the Telkom Digital Investment Fund (TDIF) KPI Dictionary and Appraisal Report of Project Milestone Completion For Planned 5G Initiative 														
	Attendance	RK ⁽¹⁾	BPSB ⁽²⁾	IS	MRP	AFA ⁽¹⁾	AD ⁽¹⁾	RM	CAS ⁽¹⁾	WI	MWK ⁽¹⁾	AMS ⁽²⁾	BDA ⁽²⁾	IR ⁽²⁾	ANN ⁽²⁾	
	List	N/A				N/A	N/A	\checkmark	N/A	\checkmark	N/A	\checkmark	\checkmark	\checkmark		
Remar	ks:															
RK	Rhenald Kasa	li	AD	A	lex Den	ni		AMS	Arya	Arya Mahendra Sinulingga (1) Up to Ma					ay 28, 2021	
BPSB	Bambang Pe Soemantri Br							BDA	Bono Daru Adji (2) Since May 28, 2					8, 2021		
IS	Ismail	CS			Chandra Arie Setiawan IR Isa Rachmatarwata											
MRP	Marcelino Rui Pandin	mamb	o WI	V	Vawan I	riawan		ANN	Abdi	Negar	a Nurdin					
AFA	Ahmad Fikri A	\ssega	f MW		/arsudi ' (isworo	Wahyu										

