

BOARD OF COMMISSIONERS' DIVERSITY

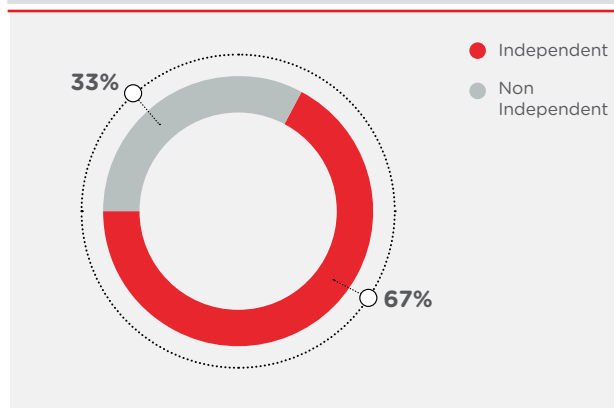
In general, Telkom's Annual General Meeting of Shareholders (AGMS) ensures that the mechanism for selecting and appointing members of the Telkom Board of Commissioners meets the diversity, non-discrimination and human rights aspects, and refers to the principle of fairness. Members of the Board of Commissioners are chosen and appointed based on their required

background, competence, expertise, and integrity. Although there is no written policy regarding this matter, the Main Shareholders and Controllers of Telkom, in this case, the Government of Indonesia represented by the Ministry of State-Owned Enterprises (SOE), always notice to the implementation of GCG principles and Law No. 39 of 1999 regarding Human Rights in the mechanism.

Board of Commissioners' Diversity as of December 31, 2019

| No. | Name | Position | Gender | Background of Expertise & Skill | Level of Education |
|-----|--------------------------|---|--------|---|--------------------|
| 1. | Rhenald Kasali | President Commissioner/ Independent Commissioner | Male | Management | Doctoral |
| 2. | Marsudi Wahyu Kisworo | Independent Commissioner | Male | Information Technology | Doctoral |
| 3. | Margiyono Darsasumarja | Independent Commissioner | Male | Media, Media Law, and Internet | Master |
| 4. | Cahyana Ahmadjayadi | Independent Commissioner | Male | Telecommunications Engineering, Law and Content Application | Doctoral |
| 5. | Ismail | Commissioner | Male | Electrical Engineering and Telecommunications Engineering | Doctoral |
| 6. | Marcelino Rumambo Pandin | Commissioner | Male | Business Management, and Technology | Doctoral |

Composition Diversity of Board of Commissioners' Position



Composition Diversity of Board of Commissioners' Educational Level

