

CORPORATE CODE OF CONDUCT

CODE OF CONDUCT'S IMPLEMENTATION FOR BOARD OF DIRECTORS, BOARD OF COMMISSIONERS AND EMPLOYEES

The code of ethics within the TelkomGroup is regulated in Directors Regulation No.PD.201.01/2014 regarding Business Ethics within the TelkomGroup and Regulation of the Director of Human Capital Management No.PR.209.05/r.01/HK250/COP-A4000000/2020 regarding Employee Discipline. In addition to complying with applicable policies, the application of Telkom's code of ethics refers to the Sarbanes-Oxley Act (SOA) 2002 section 406.

Members of the Board of Directors, members of the Board of Commissioners, and extended families of Telkom employees are required to implement this code of conduct. Telkom's code of conduct regulates business ethics for the external environment (customers, suppliers, contractors, and other external parties) as well as employee work ethics for the internal environment (applies to fellow Telkom personnel).

In addition to code of conduct, Telkom requires employees, Directors, and the Board of Commissioners to sign an Integrity Pact. The Integrity Pact contains the commitment of employees and Directors not to violate the integrity and established code of conduct which includes Resolution of the Board of Directors Number KD.36/HK290/COP-D0053000/2009.

CODE OF CONDUCT'S PRINCIPLES

The Telkom Code of Conduct, which applies, among others, regulates the main matters regarding:

1. Employee Ethics

The system of values or norms that are used by all employees and leaders in the daily work.

2. Business Ethics

The system of values or norms that are upheld by the Company as guidelines for the company, management, and its employees to interact with the surrounding business environment.

DISSEMINATION OF THE CODE OF ETHICS AND ITS EFFORTS TO ENFORCEMENT

Every Telkom employee who violates the code of ethics will potentially receive sanctions after going through an investigation process and various considerations. The following table presents Telkom's code of ethics, which regulates provisions related to sanctions for each type of violation.

No.	Main Thing	Type of Violation	Penalty
1.	Employee Work Ethics	1. Misdemeanor	Light Discipline Punishment
		2. Moderate Violation	Moderate Discipline Punishment
		3. Serious Violation	Severe Discipline Punishment
2.	Business Ethics	1. Insider Trading	Integrity Committee Decision
		2. Conflict of Interest	Employee Discipline Committee Decision
		3. Window Dressing	Integrity Committee Decision
		4. Do gratuities	Employee Discipline Committee Decision

EFFORTS TO DISSEMINATION OF CODE OF CONDUCT

Information about ethics is conveyed to all TelkomGroup personnel by Telkom Management on a regular basis. These materials cover the topics of GCC, Business Ethics, Integrity Pact, Fraud, Risk Management, Internal Control (SOA), Whistleblowing, Prohibition of Gratification, IT Governance, Information Security, and other matters related to corporate governance practices. Telkom also socializes business ethics through various media, including through e-learning.

One of the efforts to disseminate the code of ethics is to apply the obligation to each employee to make an Integrity Pact, which is filled out and signed by all employees every year as long as they are still employees of TelkomGroup. The table below presents information on efforts to disseminate Telkom's code of ethics during 2022.

TELKOM'S 2022 CODE OF CONDUCT SOCIALIZATION TABLE

No.	Oncoming	Amount Reached
1.	E-learning	9731/9,731
2.	Face to face (training, communication forum/ workshop)	616/9,731
3.	Socialization material through the intranet portal	9731/9,731

REPORT ON RESULTS OF APPLICATION OF CODE OF CONDUCT

During 2022, violations of code of conducts for Employee Discipline Violations at Telkom were recorded in 13 cases consisting of 3 cases decided with 25 perpetrators and 10 cases in process with 118 people. This number increased compared to the previous period, which was 16 cases and consisted of 109 perpetrators. Judging from the information, Telkom still needs to continue to improve the quality of supervision (internal control) so that violations of the code of ethics can be reduced every year.

The following table presents data related to violations of code of conducts that processed during 2022.

RESULTS OF CODE OF CONDUCT IN 2022

No.	Forms of Code Violation	Number of Code Violations in 2022	Sanctions Given in 2022
1.	Misuse of Goods/Assets/Money/ Authority-Position	12 cases	Disciplinary Punishment: Minor : 6 Medium : 9 Severe : 5 Acquitted : 4 On Progress : 118
2.	Absenteeism	0 cases	Dismissal : 0 Acquitted : 0
3.	Criminal Case	0 case	Severe : 0
4.	Violations of Moral Norms	1 case	Severe : 1