

## Anti-Corruption Policy

Telkom is committed to preventing and eradicating corruption through the implementation of various national and international standards through three main stages, namely setting policies, integrating them into business operational activities, and implementing anti-corruption programs.

Telkom's various anti-corruption policies and programs are designed to identify, prevent, and address corrupt practices, including potential corruption across all aspects of the business based on a comprehensive risk assessment. Some examples of policies related to anti-corruption include integrity pacts, business ethics, LHKPN, employee discipline, and gratuity control.

Telkom has implemented the ISO 37001:2016 standard on Anti-Bribery Management System (SMAP) since 2020 which is equipped with the ISO 37001:2016 Anti-Bribery Management System manual document and 17 Procedures. All manuals and procedures include operational measures and controls to prevent, detect, and handle cases of bribery and corruption, as well as ensure that companies avoid corrupt practices, kickbacks, bribery, fraud, and illegal gratuities. In addition to SMAP, Telkom has implemented the Corruption Prevention Guide (PANCEK) from the KPK, Whistle Blowing, GCG principles and various anti-corruption policies.

Other anti-corruption programs include that Telkom actively participates in Hakordia (World Anti-Corruption Day) every year where in 2024 Telkom and its subsidiaries have declared an Anti-Corruption Commitment in stages.

### A. ANTI-CORRUPTION, KICKBACKS, ANTI-GRATIFICATION, AND ANTI-FRAUD PROGRAMS AND PROCEDURES

The following are Telkom's internal policies related to anti-corruption:

1. Resolution of the Board of Directors No: KD.36/HK290/COP-D0053000/2009 regarding the Integrity Pact.
2. Company Regulation PD.201.01/r.00/PS150/COP-B0400000/2014 regarding Business Ethics in Telkom Group.
3. Resolution of the Director of Human Capital Management No: PR.209.03/r.02/HK270/COP-A0900000/2024 regarding the Obligation to Submit Reports on the Assets of State Administrators within the Telkom Group.
4. Regulation of the Director of Human Capital Management No: PR.209.05/r.02/HK250/COP-A0900000/2024 regarding Employee Discipline.
5. Regulation of the Director of Human Capital Management No: PR.209.04/r.02/HK270/COP-A0900000/2024 regarding Gratuity Control.
6. Resolution of the President Director No. SK08/PS 000/COP-A0000000/2023 regarding the Organizational Structure of the Anti-Bribery Management System.
7. Resolution of the Board of Directors of the Company (Persero) of PT Telekomunikasi Indonesia Tbk No PD 622.00/r.00/HK200/COP-C0000000/2022 regarding the Ratification of the Resolution of the Board of Commissioners No 01/KEP/DK/2022 regarding Complaint Handling Policies and Procedures (Whistleblowing System) within the Telkom Group Environment.