

TERM OF SERVICE OF MEMBERS OF THE BOARD OF COMMISSIONERS

Based on the Articles of Association and others regulation, including the Regulation of the Minister of SOE No. PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises, members of the Board of Commissioners have a five-year terms of office without reducing the authority of the GMS to dismiss members at any time. The GMS has the right to reappoint members of the Board of Commissioners for 1 more term after the term expires. Members of the Board of Commissioners have a term of office that is effective from the closing or the date set by the GMS, and the GMS confirms the end of their term of office.

MECHANISM OF RESIGNATION AND DISMISSAL OF THE BOARD OF COMMISSIONERS

In accordance with the regulations of the Articles of Association and other regulations, including the Regulation of the Minister of SOE No. PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises, the position of a member of the Board of Commissioners ends if:

- a. Pass away;
- b. The term of office ends, including resigning from office;
- c. Dismissed based on GMS decision; and/or

- d. No longer meets the requirements as a member of the Board of Commissioners of SOE based on the regulations of the articles of association and statutory regulations, including the prohibition of holding concurrent positions.

BOARD OF COMMISSIONERS' DIVERSITY

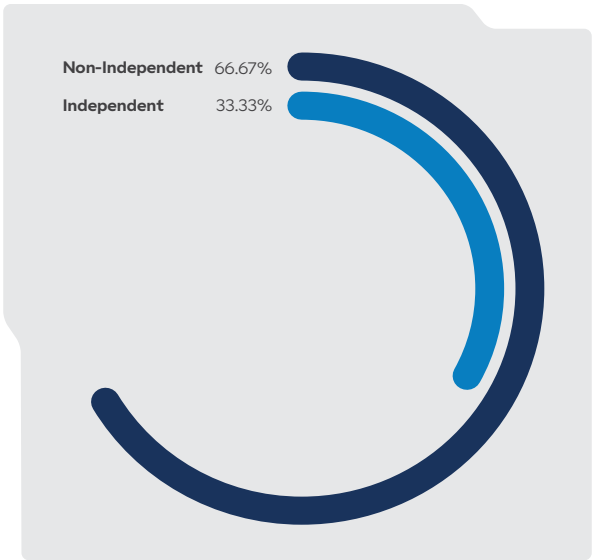
Telkom's Board of Commissioners' diversity policy is based on the implementation of GCG principles and Law No. 39 of 1999 regarding Human Rights. Candidates for the Board of Commissioners are determined by considering aspects of diversity, non-discrimination, human rights, and the principle of justice. In the appointment or selection process, Telkom considers competence, expertise, integrity, and background in accordance with the company's needs.

Even though there are currently no female members of the Board of Commissioners, Telkom has had female members appointed through the 2014 EGMS, 2015, and 2017 GMS. Telkom remains consistent in applying the principle of gender equality throughout the company, which has encouraged more women to occupy senior leadership positions in TelkomGroup.

Board of Commissioners' Diversity as of December 31, 2024

No.	Name	Position	Gender	Background of Expertise & Proficiency	Education Level
1.	Bambang Permadi Soemantri Brodjonegoro	President Commissioner / Independent Commissioner	Male	Economics and Planology	Doctor
2.	Wawan Iriawan	Independent Commissioner	Male	Law	Doctor
3.	Bono Daru Adji	Independent Commissioner	Male	Law	Master
4.	Marcelino Rumambo Pandin	Commissioner	Male	Architect, Business Management and Technology	Doctor
5.	Ismail	Commissioner	Male	Electrical Engineering and Telecommunication Engineering	Doctor
6.	Rizal Mallarangeng	Commissioner	Male	Public and Political Communication	Doctor
7.	Isa Rachmatarwata	Commissioner	Male	Mathematics	Master
8.	Arya Mahendra Sinulingga	Commissioner	Male	Civil Engineering	Bachelor
9.	Silmy Karim	Commissioner	Male	Defense Economics and Management	Master

Diversity of the Composition of the Board of Commissioners



Diversity of the Composition of the Board of Commissioners' Education Level

