

## Board of Directors

Law No. 40 of 2007 on Limited Liability Companies stipulates that the Board of Directors is an organ of the Company that has full authority and responsibility for the management of the Company, with the aim of the Company's interests in accordance with the vision and mission that has been set. The Board of Directors also has the role of representing the Company, both in legal matters inside and outside the court, in accordance with the provisions of the articles of association and applicable laws and regulations.

In carrying out its duties, the Board of Directors must comply with all applicable laws and regulations, follow the provisions in the Company's articles of association, and be guided by the Board Charter. In addition, the Board of Directors is required to implement the principles of professionalism, efficiency, transparency, independence, accountability, responsibility, and fairness in every step and decision.

### BASIS OF APPOINTMENT OF THE BOARD OF DIRECTORS

The mechanism for selecting and appointing Telkom's Board of Directors members is carried out through the GMS. Telkom's main and controlling shareholder is the Government of Indonesia, represented by the Ministry of State-Owned Enterprises (BUMN). The appointment or selection of Directors considers the competence, expertise, integrity, and background required by the Company. Prospective members who are elected are ensured to have met the criteria and requirements determined in the Fit and Proper Test.

### BOARD OF DIRECTORS' CHARTER

To improve the performance of the Board of Directors to be more focused and create better synergy among members of the Board of Directors, Telkom has a Board Manual as outlined in the Joint Regulation of the Board of Commissioners and Directors No. 05/KEP/DK/2022 and PD.620.00/r.01/HK200/COP-M4000000/2022. This Board Manual serves as a guideline for the Board of Directors in carrying out its duties, including work rules, authority, duties, responsibilities, obligations, division of duties, meetings, provisions regarding conflicts of interest, share ownership, as well as regulation of mechanisms and division of labor between members of the Board of Directors that are not regulated in the Company's articles of association or applicable laws and regulations.

### BOARD OF DIRECTORS' DIVERSITY

Telkom upholds equal human rights as stipulated in Law No. 39 Year 1999 on Human Rights. Therefore, Telkom's Major and Controlling Shareholders guarantee the absence of discrimination in the selection and appointment of the Board of Directors, even though it is not stated in a special policy. Members of the Board of Directors are selected as professionals with good expertise, skills, and integrity, per Telkom's digital era needs.

The 2023 AGMS appointed nine members of the Board of Directors, one of whom is a woman. The decision was made based on a transparent selection process that showed no discrimination against women in the appointment of Telkom's Board of Directors.

Board of Directors’ Diversity as of December 31, 2024

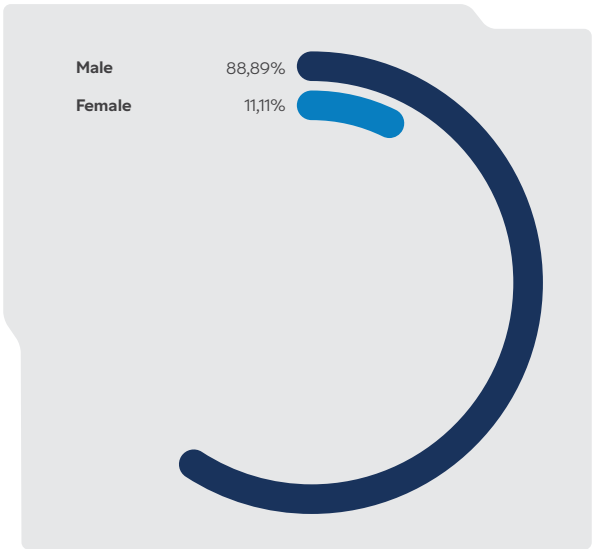
No.	Name	Position	Gender	Background of Expertise and Skill	Level of Education
1.	Ririek Adriansyah	President Director	Male	Electrical Engineering	Bachelor
2.	Heri Supriadi	Director of KMR	Male	Business Management	Doctor
3.	FM Venusiana R.	Director of EBIS	Female	Electrical Engineering	Master
4.	Herlan Wijanarko	Director of NITS	Male	Electrical Engineering	Master
5.	Muhamad Fajrin Rasyid	Director of DB	Male	Informatics Engineering	Bachelor
6.	Budi Setyawan Wijaya	Director of SP	Male	Industrial Engineering and Management	Master
7.	Afriwandi	Director of HCM	Male	Industrial Engineering	Master
8.	Bogi Witjaksono	Director of WINS	Male	Telecommunication Engineering	Master
9.	Honesti Basyir	Director of GBD	Male	Corporate Finance	Master

Remarks:

<b>KMR</b>	Keuangan & Manajemen Risiko	<b>EBIS</b>	Enterprise & Business Service	<b>NITS</b>	Network & IT Solution
<b>WINS</b>	Wholesale & International Service	<b>HCM</b>	Human Capital Management	<b>DB</b>	Digital Business
<b>SP</b>	Strategic Portfolio	<b>GBD</b>	Group Business Development		

Telkom supports the diversity of members of the Board of Directors, especially regarding gender diversity as stated in the Policy. Currently, there is one woman as a member of the Board of Director whose position as Director of EBIS.

Composition Diversity of Board of Directors Gender



Composition Diversity of Board of Directors Education Level

