

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 Pact, Business Ethics, LHKPN, Employee Discipline, and Gratification Control.

Telkom has implemented the ISO 37001:2016 standard regarding Anti-Bribery Management System (SMAP) since 2020, which is equipped with ISO 37001:2016 Anti-Bribery Management System manual document and 17 Procedures. All manuals and procedures cover operational steps and controls to prevent, detect, and handle bribery and corruption cases, as well as ensuring the company avoids corrupt practices, kickbacks, bribery, fraud, and illegal gratification. In addition to SMAP, Telkom has implemented Corruption Prevention Guidelines (PANCEK) from Corruption Eradication Commission (KPK), whistleblowing, GCG principles, and various anti-corruption policies. Telkom also actively participated in HAKORDIA (World Anti-Corruption Day) 2025 by conducting outreach to all TelkomGroup employees.

Anti-Corruption, Kickbacks, Anti-Gratification, and Anti-Fraud Policy

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

1. Resolution of the Board of Directors of Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number: KD.36/HK290/COP-D0053000/2009 regarding Integrity Pact.
2. Company Regulation PD.201.01/r.00/PS150/COP-B0400000/2014 regarding Business Ethics in TelkomGroup.
3. Regulation of the Board of Directors of Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number PD 622.00/r.00/HK200/COP-C0000000/2022 regarding Ratification of the Decision of the Board of Commissioners Number 01/KEP/DK/2022 regarding Policies and Procedures for Handling Complaints (Whistleblowing System) Within TelkomGroup Environment.
4. Regulation of the Director of Human Capital Management of Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number PR.209.05/r.02/HK250/COP-A0900000/2024 regarding Employee Discipline.
5. Regulation of the Director of Human Capital Management of Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number PR.209.03/r.02/HK270/COP-A0900000/2024 regarding Obligation to Submit LHKPN within TelkomGroup Environment.
6. Regulation of the Director of Human Capital Management of the Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number PR.209.04/r.02/HK270/COP-A0900000/2024 regarding Gratification Control.
7. Resolution of the President Director of Limited Liability Company (Persero) PT Telekomunikasi Indonesia Tbk Number SK 31/PS 170/COP-A0900000/2025 regarding Organizational Structure of Anti-Bribery Management System.
8. Amendment to PKB No. KTel 02/HK800/TEL-00000000/2024 dated February 13, 2024 between Company (Persero) PT Telekomunikasi Indonesia Tbk and Employees Union of the Company (Persero) PT Telekomunikasi Indonesia Tbk