

BOARD OF COMMISSIONERS' DIVERSITY

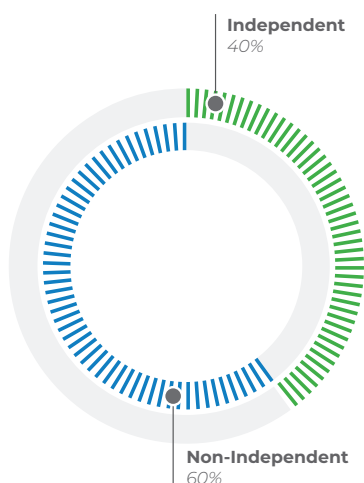
The diversity policy for members of the Board of Commissioners takes into account the implementation of GCG principles and Law no. 39 Year 1999 regarding Human Rights in the mechanism. Candidates for members of the Board of Commissioners are determined by fulfilling the aspects of diversity, non-discrimination, human rights, and the principle of fairness. The appointment or election of the Board of Commissioners takes into account the competence and expertise, integrity, and background required by the Company.

Board of Commissioners' Diversity as of December 31, 2023

| No. | Name | Position | Gender | Background of Expertise and Skill | Level of Education |
|-----|--|---|--------|--|--------------------|
| 1. | Bambang Permadi Soemantri Brodjonegoro | President Commissioner/ Independent Commissioner | Male | Economics and Planology | Doctoral |
| 2. | Wawan Iriawan | Independent Commissioner | Male | Law | Doctoral |
| 3. | Bono Daru Adji | Independent Commissioner | Male | Law | Master |
| 4. | Abdi Negara Nurdin | Independent Commissioner | Male | Economics, Content and Digital | Bachelor |
| 5. | Marcelino Rumambo Pandin | Commissioner | Male | Architect, Business Management and Technology | Doctoral |
| 6. | Ismail | Commissioner | Male | Electrical Engineering and Telecommunication Engineering | Doctoral |
| 7. | Rizal Mallarangeng | Commissioner | Male | Public Communication and Political | Doctoral |
| 8. | Isa Rachmatarwata | Commissioner | Male | Mathematics | Master |
| 9. | Arya Mahendra Sinulingga | Commissioner | Male | Civil Engineering | Bachelor |
| 10. | Silmy Karim | Commissioner | Male | Economics and Defense Management | Master |

Throughout its journey, Telkom has had female members of the Board of Commissioners appointed at the 2014 EGMS, 2015 RUPS, and 2017 RUPS. Even though Telkom currently does not have female Commissioners, Telkom consistently applies the principle of gender equality within the Company. So that women hold more and more senior leadership positions.

Composition Diversity of Board of Commissioners



Composition Diversity of Board of Commissioners Education Level

