

Orientation Program for New Members of the Board of Commissioners

An orientation program for new members of the Board of Commissioners to understand the company's activities and conditions, in accordance with Minister of State-Owned Enterprises Regulation Number PER-02/MBU/03/2023 regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. In 2025, the company implemented the following orientation program:

No.	Date	Activities/Orientation Materials
1.	June 1, 2025	Responsibilities, Rights, Obligations, and Duties of the Board of Commissioners, as well as Remuneration, Job Facilities, Organizational Introduction, and Digital Signature Application
2.	June 2, 2025	Company Strategic Planning, RKAP, and Key Performance Indicator (KPI)
3.	June 3, 2025	Technology and Corporate Action Update
4.	June 4, 2025	Office Tour:
		a. GraPARI Telkomsel
		b. TIOC (TelkomGroup Integrated Operation Center)
		c. Vision Telkomsel (Vital Intelligent System & Integrated Operations Nexus)
		d. Employee Corner
5.	June 5, 2025	Risk Management and Legal & Compliance
6.	September 23, 2025	Audit Committee Onboarding regarding Fraud
7.	September 24, 2025	a. BoC & BoD Authority & Responsibility, Board Manual
		b. Remuneration and Job Facilities
		c. Introduction to Corporate Organization and Strategic Planning
		d. Risk Management
		e. Corporate Action
		f. Company Key Performance Indicator (KPI)
8.	September 25, 2025	Audit Committee Onboarding regarding Integrated Audit
9.	October 2, 2025	WSA (Wholesale Agreement), CNOP (Collaborative Network Optimization Project), and Overview of the Agreement with Telkomsel, Enterprise Business, Technology, and Digital
10.	December 22, 2025	a. Introduction to Organization, Corporate Strategic Planning, and Strategic Holding
		b. Subsidiary Update: Business and Issues
		c. Subsidiary Streamlining
		d. Corporate Action and Enterprise Business
11.	December 24, 2025	a. Risk Management
		b. Group Business Operation & Strategic Holding
		c. Overview of the Agreement with Telkomsel
		d. Technology and Digital