

Improving the Competency of the Board of Commissioners

Policy on Improving the Competency of the Board of Commissioners

The Company provides opportunities and provides various training programs, educational activities, workshops, or other similar activities to each member of the Board of Commissioners aimed at developing their knowledge and expertise, as well as ensuring that the professional insight, competence, and leadership abilities of the Board of Commissioners continue to develop in line with the latest industry development. The implementation of this Board of Commissioners competency improvement program is also a form of compliance with Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 regarding Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and Decree of the Deputy Minister of State-Owned Enterprises for Finance and Risk Management Number SK-3/DKU.MSU/05/2023 dated May 26, 2023 regarding Technical Instruction for the Composition and Qualification of Risk Management Organ within State-Owned Enterprises.

Board of Commissioners' Competency Improvement Activities in 2025

The education and training programs attended by members of the Board of Commissioners during 2025 are as follows:

Education, Training, Seminar, Conference, and Congress of Telkom's Board of Commissioners in 2025

No.	Program Name	Organizer	Location	Date	Participant
1.	DBN Breakfast Talk	Dutch Business Network Indonesia	Jakarta	February 11, 2025	Silmy Karim
2.	Tri-Sector Leadership Bootcamp	Institut Harkat Negeri	Jakarta	February 15, 2025	Silmy Karim
3.	Leading Global Business	Harvard Business School	United States of America	February 20, 2025	Ira Noviarti
4.	Harvard Asia Business Conference 2025	Harvard Business School	United States of America	February 23, 2025	Ira Noviarti
5.	Private Equity and Venture Capital Foundations	Harvard Business School	United States of America	March 2 - 3, 2025	Marcelino Rumambo Pandin
6.	Mobile World Congress (MWC) 2025	GSMA	Barcelona	March 3 - 6, 2025	Rizal Malarangeng
7.	Strategic Research & Development Management	Harvard Business School	United States of America	March 4 - 5, 2025	Marcelino Rumambo Pandin
8.	Eagles on Vacation with Diesel One Solidarity	Yayasan Solidaritas Kawula Muda	Jakarta	June 24, 2025	Silmy Karim
9.	Speaker at <i>Rapat Kerja Daerah</i> (RAKERDA) HIPMI JAYA 2025	Himpunan Pengusaha Muda Indonesia (HIPMI)	Jakarta	July 25, 2025	Silmy Karim
10.	Speaker at <i>Rapat Kerja Nasional</i> (RAKERNAS) III GIPI	Gabungan Industri Pariwisata Indonesia (GIPI)	Jakarta	July 30, 2025	Silmy Karim

No.	Program Name	Organizer	Location	Date	Participant
11.	Qualified Risk Governance Professional (QRGP)	LPS - Mitra Kalyana Sejahtera	Jakarta	July 30 - 31, 2025 September 17, 2025 November 12, 2025	• Angga Raka Prabowo • Yohanes Surya • Ossy Dermawan Deswandhy Agusman Ira Novianti
12.	Critical Thinking for Better Judgment and Decision-Making	Telkom Corporate University Center/LinkedIn	Online	August 8, 2025 August 11, 2025 August 13, 2025	Rizal Malarangeng Silmy Karim Rionald Silaban
13.	Strategic Business Analysis Essentials	Telkom Corporate University Center/LinkedIn	Online	August 9, 2025	Rizal Malarangeng
14.	Top 10 Gotchas of Cyber Regulation	Telkom Corporate University Center/LinkedIn	Online	August 9, 2025	Rizal Malarangeng
15.	Algorithmic Auditing and Continuous Monitoring	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim • Rizal Malarangeng • Rionald Silaban
16.	Balanced Scorecard and Key Performance Indicator	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim Rionald Silaban
17.	Building a Responsible AI Program: Context, Culture, Content, and Commitment	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025	Silmy Karim
18.	Compliance and Regulations for Generative AI	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim • Rizal Malarangeng • Rionald Silaban
19.	Corporate Financial Statement Analysis	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
20.	Digital Transformation	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025	Silmy Karim
21.	Economics for Business Leaders	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
22.	Finance Foundations: Corporate Governance	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim Rionald Silaban
23.	Foundations of Responsible AI	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
24.	Insider Threat Risk Management	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban

No.	Program Name	Organizer	Location	Date	Participant
25.	Introduction to AI Governance	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim • Rizal Malarangeng • Rionald Silaban
26.	Introduction to Auditing AI Systems	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim • Rizal Malarangeng • Rionald Silaban
27.	Leveraging AI for Governance, Risk, and Compliance	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
28.	Measuring Business Performance	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 13, 2025	Silmy Karim Rionald Silaban
29.	Operational Excellence Foundations	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
30.	Privacy, Governance, and Compliance: Data Classification and Inventory	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
31.	Responsible AI: Principles and Practical Application	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025 August 13, 2025	Silmy Karim Rizal Malarangeng Rionald Silaban
32.	Strategic Business Analysis Essentials	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025 August 12, 2025	Silmy Karim Rionald Silaban
33.	Top 10 Gotchas of Cyber Regulation	Telkom Corporate University Center/LinkedIn	Online	August 11, 2025	Silmy Karim
34.	Digital Transformation	Telkom Corporate University Center/LinkedIn	Online	August 12, 2025 August 13, 2025	Rizal Malarangeng Rionald Silaban
35.	Diaspora Global Summit-2	Indonesia Diaspora Network (IDN) United	Jakarta	August 13, 2025	Silmy Karim
36.	Building a Responsible AI Program: Context, Culture, Content, and Commitment	Telkom Corporate University Center/LinkedIn	Online	August 13, 2025	• Rizal Malarangeng • Rionald Silaban
37.	Top 10 Gotchas of Cyber Regulation	Telkom Corporate University Center/LinkedIn	Online	August 13, 2025	Rionald Silaban
38.	Bali Annual Telkom International Conference (BATIC)	Telkom Indonesia International	Bali	August 27 - 28, 2025	• Angga Raka Prabowo • Yohanes Surya
39.	Forum Internal Audit TelkomGroup	Telkom	Bandung	August 28, 2025	Deswandhy Agusman
40.	Leading Transformation with Innovation and Agility in a Holding Ecosystem	Telkom	Jakarta	October 17, 2025	Ira Noviarti

No.	Program Name	Organizer	Location	Date	Participant
41.	Beyond Strategic Planning: From ClassRoom Implementation to Sustainment	Harvard Business School	United States of America	November 11 - 12, 2025	Silmy Karim
42.	Building Organizational Cultures: ClassRoom A Framework for Leaders	Harvard Business School	United States of America	November 11 - 12, 2025	Silmy Karim
43.	Women Leading Change: Transformation and Innovation in Action	Ministry of Finance	Jakarta	November 20, 2025	Ira Noviarti
44.	Workshop Internal Audit	Telkom	Yogyakarta	November 26 - 27, 2025	• Deswandhy Agusman • Ira Noviarti
45.	Seminar "Harmonisasi Tata Kelola Pertanahan dan Kepatuhan Hukum dalam Pengelolaan dan Penanganan Permasalahan Aset Tanah TelkomGroup"	Telkom	Jakarta	November 28, 2025	Ossy Dermawan