

## ANTI CORRUPTION POLICY

Telkom Indonesia as a company or issuer that has been listed on the IDX and NYSE continues to be committed to maintaining the principles of GCG to ensure that the company continues to grow and avoids corruption, kickbacks, fraud, bribery, and illegal gratuities. As a form of commitment in preventing all practices of corruption, kickbacks, fraud, and illegal gratuities, Telkom Indonesia has developed programs and procedures as outlined in the following internal policies:

1. Decision of the Board of Directors of the Company 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 Director of Human Capital Management Number: PR.209.03/r.01/PS000/COP-A4000000/2017 regarding Obligations for Reporting on Assets of State Administrators within TelkomGroup.
4. Regulation of Director of Human Capital Management Number: PR.209.05/r.01/HK250/COP-A4000000/2020 regarding Employee Discipline.
5. Regulation of Director of Human Capital Management Number: PR.209.04/r.01/PS950/COP-A4000000/2021 regarding Gratification Control.

Telkom Indonesia has also implemented ISO 37001:2016 Anti Bribery Management System (SMAP) since 2020. Policies, targets, and all SMAP implementation documents are outlined in ISO 37001:2016 Anti Bribery Management System Manual and 17 Procedures.

## ANTI-CORRUPTION, KICKBACKS, ANTI GRATIFICATION, AND ANTI-FRAUD PROGRAMS AND PROCEDURES

During 2022, Telkom conducts anti-corruption training and socialization programs for employees as well as external audits to support the implementation of anti-corruption, kickbacks, anti-gratification, and anti-fraud. Apart from issuing internal regulations to prevent corrupt practices, kickbacks, fraud, bribery, and illegal gratification, Telkom also holds various programs for all employees. The following are the programs implemented by Telkom Indonesia during 2022:

1. Conducting training and understanding of business ethics and signing the annual Integrity Pact, which is mandatory for all employees.
2. Conducted Awareness and Internal Audit training on ISO 37001:2016 Anti-Bribery Management System by experts in their fields to the team on the scope of expansion.
3. Participated in Technical Guidance Training, UPG Development, Training on Gratification Prone Points by the KPK Anti-Corruption Education Center for UPG (Gratification Control Unit).
4. Conducting training on Lead Auditor ISO 37001:2016 Anti-Bribery Management System through an external institution, the Professional Evaluation and Certification Board.
5. Completed Gratification e-learning training by the Anti-Corruption Learning Center (ACLIC) to the Gratification Control Unit (UPG) team and all Regional Human Capital Managers.
6. Participate in the 2022 Gratification Control Unit (UPG) personnel training for selected agencies by the Corruption Eradication Commission.
7. Conducted ISO 19011:2018 Internal Auditor training for representatives of the scope of the Anti-Bribery Management System certification.
8. Carry out an Internal Surveillance Audit ISO 37001:2016 Anti-Bribery Management System.
9. Conducting ISO 37001:2016 ISO 37001:2016 surveillance External Audit Management System.
10. Organized a program to commemorate World Anti-Corruption Day (HAKORDIA) within Telkom.

With the implementation of these programs within Telkom Indonesia, it is hoped that it will further enhance a work environment that is conducive and free from corrupt practices.