

Mechanism of Resignation and Dismissal of the Board of Commissioners

In accordance with the regulations of the Articles of Association and other regulations, including the Regulation of the Minister of SOE No. PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises, the position of a member of the Board of Commissioners ends if:

1. Passed away;
2. Term of office ended, including resignation from office;
3. Dismissed based on a decision of the GMS; and/or
4. No longer meets the requirements to be a member of the Board of Commissioners of a state-owned enterprise based on the provisions of the articles of association and laws and regulations, including the prohibition on holding multiple positions.

Board of Commissioners' Diversity

Telkom implements a diversity policy in the composition of its Board of Commissioners based on the principles of GCG and Law No. 39 of 1999 regarding Human Rights. The process of selecting candidates for the Board of Commissioners considers aspects of diversity, non-discrimination, human rights, and the principle of fairness, while considering competence, expertise, integrity, and backgrounds that are in line with the company's needs. To promote gender equality, Telkom currently has two female members of the Board of Commissioners, reflecting the company's commitment to encouraging the representation of women in senior leadership positions within TelkomGroup.

Board of Commissioners' Diversity as of December 31, 2025

No.	Name	Position	Gender	Background of Expertise and Skill	Level of Education
1.	Angga Raka Prabowo	President Commissioner	Male	Communication, International Relation	Bachelor
2.	Ossy Dermawan	Commissioner	Male	Military, Strategic Relation, Public Policy, and National Politics	Master
3.	Rionald Silaban	Commissioner	Male	Law, Economics, and Public Management	Master
4.	Rizal Malarangeng	Commissioner	Male	Public and Political Communication	Doctor
5.	Silmy Karim	Commissioner	Male	Defense Management and Economics	Master
6.	Deswandhy Agusman	Independent Commissioner	Male	Finance and Public Policy	Master
7.	Ira Noviarti	Independent Commissioner	Female	Economics, Finance, and Leadership	Bachelor
8.	Rofikoh Rokhim	Independent Commissioner	Female	Economics, Banking, Finance, and Leadership	Doctor