

Board of Directors

Law No. 40 of 2007 on Limited Liability Companies stipulates that the Board of Directors is an organ of the company that has full authority and responsibility for the management of the company, with the aim of the company's interest in accordance with the vision and mission that has been set. The Board of Directors also has the role of representing the company, both in legal matters inside and outside the court, in accordance with the provisions of the articles of association and applicable laws and regulations.

In carrying out its duties, the Board of Directors must comply with all applicable laws and regulations, follow the provisions in the Company's Articles of Association, and be guided by the Board Charter. In addition, the Board of Directors is required to implement the principles of professionalism, efficiency, transparency, independence, accountability, responsibility, and fairness in every step and decision.

Basis of Appointment of the Board of Directors

The mechanism for selecting and appointing Telkom's Board of Directors members is carried out through the GMS. Telkom's main and controlling shareholder is the Government of Indonesia, represented by the Ministry of State-Owned Enterprises (SOE). The appointment or selection of Directors considers the competence, expertise, integrity, and background required by the company. Prospective members who are elected are ensured to have met the criteria and requirements determined in the Fit and Proper Test.

Board of Directors' Charter

To improve the performance of the Board of Directors to be more focused and create better synergy among members of the Board of Directors, Telkom has a Board Manual as outlined in the Joint Regulation of the Board of Commissioners and Directors No. 05/KEP/DK/2022 and PD.620.00/r.01/HK200/COP-M4000000/2022. This Board Manual serves as a guideline for the Board of Directors in carrying out its duties, including work rules, authority, duties, responsibilities, obligations, division of duties, meetings, provisions regarding conflicts of interest, share ownership, as well as regulation of mechanisms and division of labor between members of the Board of Directors that are not regulated in the Company's Articles of Association or applicable laws and regulations.

Board of Directors' Diversity

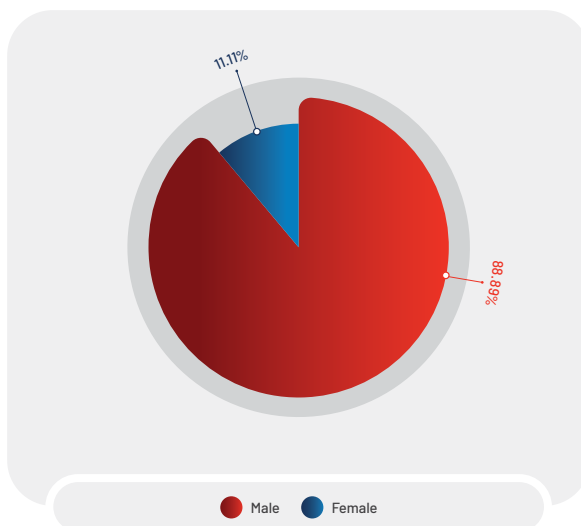
TelkomGroup upholds the principle of equal human rights as stipulated in Law No. 39 of 1999 regarding Human Rights. Telkom's major shareholders and controllers ensure that the selection and appointment of Directors is carried out without discrimination, even though there is no written policy specifically regulating this matter. Each member of the Board of Directors is selected based on professionalism, expertise, competence, and integrity in line with TelkomGroup's strategic needs in the digital era. The 2025 Annual General Meeting of Shareholders (AGMS) appointed nine members to the Board of Directors, including two women, demonstrating that the selection process was conducted transparently and free from gender discrimination.

Board of Directors' Diversity as of December 31, 2025

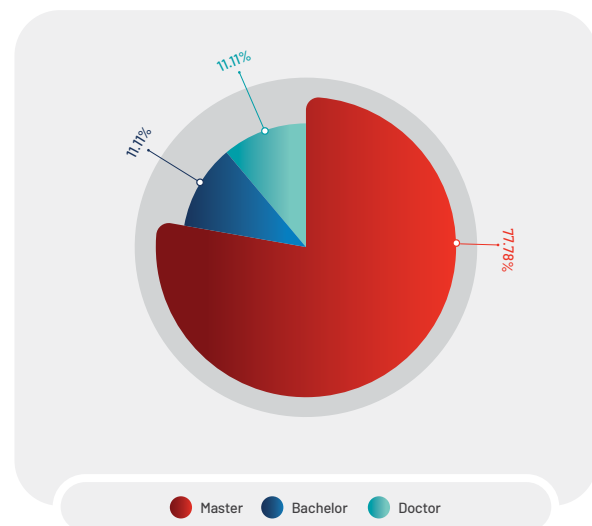
No.	Name	Position	Gender	Background of Expertise and Skill	Level of Education
1.	Dian Siswarini	President Director	Female	Electrical Engineering	Bachelor
2.	Nanang Hendarno	Director of Network	Male	Space System Engineering	Master
3.	Budi Satria Dharma Purba	Director of Wholesale & International Service	Male	Telecommunication Engineering	Master
4.	Veranita Yosephine	Director of Enterprise & Business Service	Female	Business Administration	Master

No.	Name	Position	Gender	Background of Expertise and Skill	Level of Education
5.	Arthur Angelo Syailendra	Director of Finance & Risk Management	Male	Economics & Finance	Master
6.	Willy Saelan	Director of Human Capital Management	Male	Arts in Human Resource Management	Master
7.	Seno Soemadji	Director of Strategic Business Development & Portfolio	Male	Business Administration	Master
8.	Faizal Rochmad Djoemadi	Director of IT Digital	Male	Philosophy, Human Resource	Doctor
9.	Andy Kelana	Director of Legal & Compliance	Male	Business Administration and Law	Master

Composition of Gender Diversity of the Board of Directors



Composition of Educational Level Diversity of the Board of Directors



Board of Directors' Authorities, Duties, and Responsibilities

Management of the company is carried out through TelkomGroup Board of Executives (BoE), which is coordinated by President Director as Chief Executive Officer (CEO). The main duties of President Director are as follows:

1. Coordinating the process of structuring and/or reconstructing aspects of the company's philosophy which includes but is not limited to vision, mission, goal, corporate culture, and leadership architecture.
2. Formulate and state the strategic direction to condition the company's ability to achieve sustainable competitive growth in the entire TelkomGroup business portfolio and risk control as well as interfacing with external constituent.
3. Controlling the strategic planning function within the scope of TelkomGroup and directing growth effort with a focus on new business portfolio.
4. Controlling the direction of the company and TelkomGroup in driving new business, entering/developing new market, as well as internationalization/regionalization.