

# CORPORATE CODE OF CONDUCT

## CODE OF CONDUCT'S IMPLEMENTATION FOR BOARD OF DIRECTORS, BOARD OF COMMISSIONERS AND EMPLOYEES

Telkom has a code of conduct that applies to all levels of the organization, which is established through Regulation of Directors No. PD.201.01/2014 regarding Business Ethics in the TelkomGroup and Regulation of Human Capital Management Director No. PR.209.05/r.00/PS800/COP-A4000000/2017 regarding Employee Ethics and Compliance. The stipulation of the code of conduct was carried out following the provisions of the Circular Letter of Financial Services Authority No. 32/SEOJK.04/2015 regarding Guidelines for Public Company Governance and Sarbanes-Oxley Act (SOA) 2002 section 406.

Telkom's code of conduct covers business ethics aimed at the external environment and employee work ethics aimed at Telkom's internal. Telkom business ethics applies to members of the Board of Directors, members of the Board of Commissioners and the extended family of Telkom employees in dealing with customers, suppliers, contractors and other external parties who have a relationship with the Company. On the other hand, employee work ethics applies to fellow employees while working at TelkomGroup.

Specifically, the Board of Directors Charter which was approved through Regulation No. PD.604.00/r.00/HK000/C00-D0030000/2011 dated July 11, 2011, in addition to containing the duties and responsibilities of the Board of Directors also regulates the code of conduct which must be followed by all Directors. Then, the Board of Commissioners Charter as outlined in the Resolution of the Board of Commissioners No. 16/KEP/DK/2013, also includes a code of conduct for each member of the Board of Commissioners, including Independent Commissioners.

In addition to the code of ethics, Telkom requires employees, Directors, and Board of Commissioners to sign an Integrity Pact through Resolution of the Board of Directors Number KD.36/HK290/COP-D0053000/2009. The Integrity Pact contains the commitment of the employees and Directors not to violate the integrity and established code of ethics.

## CODE OF CONDUCT'S PRINCIPLES

The Telkom Code of Conduct, which applies, among others, regulates the main matters concerning:

### 1. Employee Ethics

The the system of values or norms that are used by all employees and leaders in the daily work.

### 2. Business Ethics

The system of values or norms that are upheld by the Company as guidelines for the company, management, and its employees to interact with the surrounding business environment.

## CODE OF CONDUCT'S SOCIALIZATION AND EFFORTS TO ENFORCE THEM

Violation of the code of conduct will potentially lead to sanctions determined after going through an investigation and various considerations. Telkom's code of conduct has set the provisions related to sanctions for each type of violation as follows:

No.	Main Ethics	Type of Violation	Penalty
1.	Employee Work Ethics	1. Minor Abuse 2. Medium Violation 3. Severe offense	Minor Administrative Measures Medium Administrative Action Severe Administrative Measures
2.	Business Ethics	1. Insider Trading 2. Conflict of Interest 3. Windows dressing 4. Gratifying	Integrity Committee Decision Committee Decision Integrity Committee Decision Integrity Committee Decision