

Board of Directors' Composition as of December 31, 2019

No.	Name	Title	Appointment	Discharge Date
1.	Ririek Adriansyah	President Director	2019	AGMS 2024
2.	Harry Mozarta Zen	Director of Finance (KEU)	2016	AGMS 2021
3.	Siti Choiriana	Director of Consumer Service (CONS)	2018	AGMS 2023
4.	Bogi Witjaksono	Director of Enterprise & Business Service (EBIS)	2019	AGMS 2024
5.	Zulhelpi Abidin	Director of Network & IT Solution (NITS)	2017	AGMS 2022
6.	Edwin Aristiawan	Director of Wholesale & International Service (WINS)	2019	AGMS 2024
7.	Edi Witjara	Director of Human Capital Management (HCM)	2019	AGMS 2024
8.	Faizal Rochmad Djoemadi	Director of Digital Business (DB)	2019	AGMS 2024
9.	Achmad Sugiarto	Director of Strategic Portfolio (SP)	2019	AGMS 2024

BOARD OF DIRECTORS' DIVERSITY

As a business entity oriented to the principles of GCG, Telkom respects human rights as stated in Law No.39 of 1999 regarding Human Rights. One of the manifestations is that Telkom's Main Shareholders and Controllers guarantee there is no discrimination in the election and appointment of the Board of Directors even though it is not contained in a special human rights policy. Each member of the Board of Directors elected is professionals who have expertise, skills, and good integrity following Telkom's needs in the digital age. The results of the 2019 Annual General Meeting of Shareholders stipulated that nine men and one woman in Board of Directors. This determination is based on the selection results and does not constitute an effort to discriminate against Telkom's Board of Directors' position.

Board of Directors' Diversity as of December 31, 2019

No.	Name	Position	Gender	Background of Expertise & Skill	Level of Education
1.	Ririek Adriansyah	President Director	Male	Electrical Engineering	Bachelor
2.	Harry Mozarta Zen	Director of KEU	Male	Business Administration and Finance	Master
3.	Siti Choiriana	Director of CONS	Female	Electrical Engineering and Technology Management	Master
4.	Bogi Witjaksono	Director of EBIS	Male	Telecommunication Engineering	Master
5.	Zulhelpi Abidin	Director of NITS	Male	Computer Science	Master
6.	Edwin Aristiawan	Director of WINS	Male	Management	Master
7.	Edi Witjara	Director of HCM	Male	Strategic Business Management	Doctoral
8.	Faizal Rochmad Djoemadi	Director of DB	Male	Management	Doctoral
9.	Achmad Sugiarto	Director of SP	Male	Management	Master

Remarks:

KEU Finance, **CONS** Consumer Service, **EBIS** Enterprise & Business Service, **NITS** Network & IT Solution, **WINS** Wholesale & International Service, **HCM** Human Capital Management, **DB** Digital Business, **SP** Strategic Portfolio.