

And then appoint:

1. Mr. Heri Supriadi as Director of Finance;
2. Ms. FM Venusiana R. as Director of Consumer Service;
3. Mr. Herlan Wijanarko as Director of Network & IT Solution;
4. Mr. Budi Setyawan Wijaya as Director of Strategic Portfolio;
5. Mr. Dian Rachmawan as Director of Wholesale & International Service;
6. Mr. Muhamad Fajrin Rasyid as Director of Digital Business; and
7. Mr. Afriwandi as Director of Human Capital Management.

One of the Directors, Mr. Edi Witjara, who previously worked as Director of Human Capital Management, has a new position as Director of Enterprise & Business Service.

With the decision above, the composition of the Board of Directors as of the end of 2019 and 2020 can be seen in the following tables.

Board of Directors' Composition as of December 31, 2019

No.	Name	Title	Appointment	End of Period ⁽¹⁾
1.	Ririek Adriansyah	President Director	AGMS 2019	AGMS 2024
2.	Harry Mozarta Zen	Director of Finance (KEU)	AGMS 2016	AGMS 2020
3.	Siti Choiriana	Director of Consumer Service (CONS)	AGMS 2018	AGMS 2020
4.	Bogi Witjaksono	Director of Enterprise & Business Service (EBIS)	AGMS 2019	AGMS 2020
5.	Zulhelfi Abidin	Director of Network & IT Solution (NITS)	AGMS 2017	AGMS 2020
6.	Edwin Aristiawan	Director of Wholesale & International Service (WINS)	AGMS 2019	AGMS 2020
7.	Edi Witjara	Direktur Human Capital Management (HCM)	AGMS 2019	AGMS 2024
8.	Faizal Rochmad Djoemadi	Director of Digital Business (DB)	AGMS 2019	AGMS 2020
9.	Achmad Sugiarto	Director of Strategic Portfolio (SP)	AGMS 2019	AGMS 2020

Remark:

(1) The term of office of the Board of Directors is set at 5 (five) years and can be reappointed for 1 (one) more term of office. The GMS may dismiss the Board of Directors before the end of the term of office

Board of Directors' Composition as of December 31, 2020

No.	Name	Title	Appointment	End of Period ⁽¹⁾
1.	Ririek Adriansyah	President Director	AGMS 2019	AGMS 2024
2.	Dian Rachmawan	Director of Wholesale & International Service (WINS)	AGMS 2020	AGMS 2025
3.	Afriwandi	Director of Human Capital Management (HCM)	AGMS 2020	AGMS 2025
4.	Heri Supriadi	Director of Finance (KEU)	AGMS 2020	AGMS 2025
5.	FM Venusiana R.	Director of Consumer Service (CONS)	AGMS 2020	AGMS 2025
6.	Edi Witjara	Director of Enterprise & Business Service (EBIS)	AGMS 2019	AGMS 2024
7.	Herlan Wijanarko	Director of Network & IT Solution (NITS)	AGMS 2020	AGMS 2025
8.	Muhamad Fajrin Rasyid	Director of Digital Business (DB)	AGMS 2020	AGMS 2025
9.	Budi Setyawan Wijaya	Director of Strategic Portfolio (SP)	AGMS 2020	AGMS 2025

Remark:

(1) The term of office of the Board of Directors is set at 5 (five) years and can be reappointed for 1 (one) more term of office. The GMS may dismiss the Board of Directors before the end of the term of office

BOARD OF DIRECTORS' DIVERSITY

Telkom upholds equality of human rights (HAM) as stated in Law No. 39 Year 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 era.

The results of the 2020 Annual General Meeting of Shareholders stipulated that 9 (nine) men and 1 (one) woman in the 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.

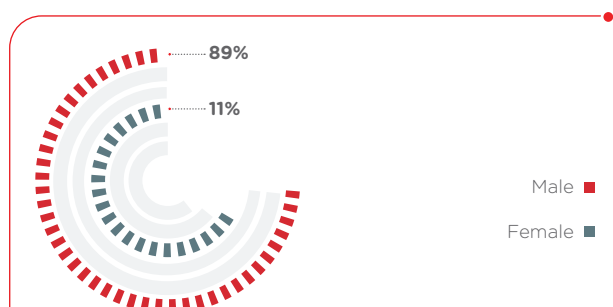
Board of Directors' Diversity as of December 31, 2020

No.	Name	Position	Gender	Background of Expertise & Skill	Level of Education
1.	Ririek Adriansyah	President Director	Male	Electrical Engineering	Bachelor
2.	Dian Rachmawan	Director of WINS	Male	Electrical Engineering	Master
3.	Afriwandi	Director of HCM	Male	Industrial Engineering	Master
4.	Heri Supriadi	Director of KEU	Male	Business Management	Doctoral
5.	FM Venusiana R.	Director of CONS	Female	Electrical Engineering	Master
6.	Edi Witjara	Director of EBIS	Male	Business Strategy Management	Doctoral
7.	Herlan Wijanarko	Director of NITS	Male	Electrical Engineering	Master
8.	Muhamad Fajrin Rasyid	Director of DB	Male	Informatics Engineering	Bachelor
9.	Budi Setyawan Wijaya	Director of SP	Male	Industrial Engineering and Management	Master

Remark:

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 Portofolio

Composition Diversity of Board of Directors Gender



Composition Diversity of Board of Directors Educational Level

