

Composition of the Board of Commissioners as of December 31, 2019 and 2020 can be seen as follows.

#### Board of Commissioners' Composition as of December 31, 2019

No.	Name	Position	Appointment	End of Period <sup>(1)</sup>
1.	Rhenald Kasali	President Commissioner/ Independent Commissioner	AGMS 2019	AGMS 2024
2.	Marsudi Wahyu Kisworo	Independent Commissioner	AGMS 2019	AGMS 2024
3.	Margiyono Darsasumarja	Independent Commissioner	AGMS 2015	AGMS 2020
4.	Cahyana Ahmadjayadi	Independent Commissioner	AGMS 2017	AGMS 2020
5.	Ismail	Commissioner	AGMS 2019	AGMS 2024
6.	Marcelino Rumambo Pandin	Commissioner	AGMS 2019	AGMS 2024

Remark:

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

#### Board of Commissioners' Composition as of December 31, 2020

No.	Name	Position	Appointment	End of Period <sup>(1)</sup>
1.	Rhenald Kasali	President Commissioner/ Independent Commissioner	AGMS 2019	RUPST 2024
2.	Marsudi Wahyu Kisworo	Independent Commissioner	AGMS 2019	RUPST 2024
3.	Ahmad Fikri Assegaf	Commissioner	AGMS 2020	RUPST 2025
4.	Wawan Iriawan	Independent Commissioner	AGMS 2020	RUPST 2025
5.	Chandra Arie Setiawan	Independent Commissioner	AGMS 2020	RUPST 2025
6.	Marcelino Rumambo Pandin	Commissioner	AGMS 2019	RUPST 2024
7.	Ismail	Commissioner	AGMS 2019	RUPST 2024
8.	Alex Denni	Commissioner	AGMS 2020	RUPST 2025
9.	Rizal Mallarangeng	Commissioner	AGMS 2020	RUPST 2025

Remark:

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

## BOARD OF COMMISSIONERS' DIVERSITY

The mechanism for selecting and appointing members of Telkom's Board of Commissioners is carried out through the General Meeting of Shareholders (GMS). In general, prospective members are determined by fulfilling the principle of fairness after fulfilling aspects related to diversity, non-discrimination and human rights. The appointment or election of the Board of Commissioners considers the competence and expertise and background required by the Company, as well as an assessment of integrity. Even though there is no written policy regarding this matter, Telkom's main Shareholders and Controllers, in this case the Government of Indonesia, represented by the Ministry of State-Owned Enterprises (SOE), always pay attention to the application of the principles of GCG and Law No. 39 Year 1999 regarding Human Rights in the mechanism.