

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.

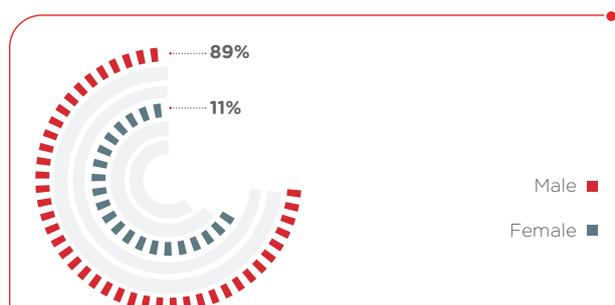
Board of Directors' Diversity as of December 31, 2020

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

