



ANTI CORRUPTION POLICY

Telkom Indonesia as a company or issuer that has been listed on the IDX and NYSE continues to be committed to maintaining the principles of Good Corporate Governance (GCG) to ensure that the company continues to grow and avoids corruption, kickbacks, fraud, bribery, and illegal gratuities. As a form of commitment in preventing all practices of corruption, kickbacks, fraud, and illegal gratuities, Telkom Indonesia has developed programs and procedures as outlined in the following internal policies:

1. Decision of the Board of Directors of the Company Number: KD.36/HK290/COP-D0053000/2009 regarding Integrity Pact.
2. Company Regulation PD.201.01/r.00/PS150/COP-B0400000/2014 regarding Business Ethics in TelkomGroup.
3. Regulation of Director of Human Capital Management Number: PR.209.03/r.01/PS000/COP-A4000000/2017 regarding Obligations for Reporting on Assets of State Administrators within TelkomGroup.
4. Regulation of Director of Human Capital Management Number: PR.209.05/r.01/HK250/COP-A4000000/2020 regarding Employee Discipline.
5. Regulation of Director of Human Capital Management Number: PR.209.04/r.01/PS950/COP-A4000000/2021 regarding Gratification Control.

Telkom Indonesia has also implemented ISO 37001:2016 Anti Bribery Management System (SMAP) since 2020. Policies, targets, and all SMAP implementation documents are outlined in ISO 37001:2016 Anti Bribery Management System Manual and 17 Procedures.

ANTI CORRUPTION, KICKBACKS, ANTI GRATIFICATION, AND ANTI FRAUD PROGRAMS AND PROCEDURES

To support the implementation of anti corruption, kickbacks, anti gratification, and anti fraud, Telkom Indonesia conducts anti corruption training/socialization to employees.

After the issuance of company regulations to prevent corrupt practices, kickbacks, fraud, bribery, and illegal gratuities within Telkom Indonesia, it was internalized through various training programs for all employees.

The following are the training programs carried out by Telkom Indonesia during 2021:

1. Technical Guidance Training, UPG Development, Gratification-Prone Point Training by Anti Corruption Education Center Corruption Eradication Commission (KPK) to UPG (Gratification Control Unit);
2. Awareness and Internal Audit ISO 37001:2016 Anti Bribery Management System Training by experts in their fields to the expansion scope team;
3. Internalization of Awareness ISO 37001:2016 Anti Bribery Management System through mydigilearn.co.id application to all employees;
4. Conduct external audit in collaboration with PT Sucofindo;
5. Internalization of introduction of gratification to all employees through my digilearn.co.id platform;
6. Training on understanding business ethics and signing an annual Integrity Pact that is mandatory for all employees;
7. Commemoration of World Anti Corruption Day (HAKORDIA).

It is hoped that these training programs will be a part of creating a work environment that is conducive and free from corrupt practices.