

ANTI CORRUPTION POLICY

Telkom is committed to maintaining GCG principles to ensure that the Telkom avoids corrupt practices, kickbacks, fraud, bribery, and illegal gratuities. This commitment has been realized through implementing ISO 37001:2016 regarding Anti-Bribery Management Systems (SMAP) since 2020. The SMAP standard determines various steps and controls that companies must implement to prevent and reveal bribery and corruption cases. Telkom also prepares programs and procedures as outlined in internal policies as follows:

1. Decision of the Board of Directors of the Company Number: KD.36/HK290/COP-D0053000/2009 regarding Integrity Pact.
2. Telkom 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.
6. Decision of President Director No.SK08/PS.000/COP-A0000000/2023 regarding Composition of the Organizational Structure of the Anti-Bribery Management System.

Policies, targets, and all SMAP implementation on TelkomGroup 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 prevention of corruption, kickbacks, gratuities, and fraud within the company, Telkom holds training and outreach programs for all employees to support the prevention of corruption, kickbacks, gratuities, and fraud within the Telkom. Training programs carried out by Telkom during 2023 include:

1. Conducting training and understanding of business ethics and signing the annual Integrity Pact, which is mandatory for all employees.
2. Conducted Awareness on ISO 37001:2016 Anti-Bribery Management System by experts in their fields to the team on the scope of expansion.
3. Extending the ISO 37001:2016 Anti-Bribery Management System (SMAP) Lead Auditor certificate through the external agency Professional Evaluation and Certification Board.
4. Conducting training on Lead Auditor ISO 37001:2016 Anti-Bribery Management System (SMAP)
5. Conducting Integrity Development Expert certification through KPK to representatives of the scope and FKAP Committee.
6. Conducted ISO 19011:2018 Internal Auditor training for representatives of the scope of the Anti-Bribery Management System certification.
7. Carry out an Internal Surveillance Audit ISO 37001:2016 Anti-Bribery Management System.
8. Carry out an External Surveillance Audit ISO 37001:2016 Anti-Bribery Management System.
9. Organized a program to commemorate World Anti-Corruption Day (HAKORDIA) within Telkom.

With the implementation of these programs within Telkom Indonesia, it is hoped that it will further enhance a work environment that is conducive and free from corrupt practices.