

**BOARD OF DIRECTORS REGULATION
NUMBER : 014/LG.01/PD-00/XII/2021**

**REGARDING
BOARD OF DIRECTORS CHARTER
PT TELEKOMUNIKASI SELULAR**

BOARD OF DIRECTORS

- Considering : a. that the Articles of Association of PT Telekomunikasi Selular ("Company"), by virtue of Deed Number: 181 dated 26 May 1995 as amended by Deed Number: 69 dated 26 June 2008 stipulated a division of duties and authorities of the Board of Directors who are able to represent the Company within and outside the court in respect of all matters and in any events, binding onto the Company with other parties and other parties with the Company, and carrying out any actions, regarding both management and ownership with certain limits;
- b. that along with the business growth in the Company, the Company is required to be capable of managing the business efficiently by paying attention to ethics and compliance with the prevailing laws and regulations to continue winning the competition in the telecommunications industry in Indonesia;
- c. that in relation to the matters referred to above, it is necessary to accelerate the implementation of duties and synchronization of authority of the Company's Organs, hence the Company is required to establish a mechanism for managing the Company under the prevailing laws and regulations, Corporate Culture and Code of Conduct, and Good Corporate Governance principles;
- d. that in order for the objectives as set forth in points b and c above to be achieved effectively, it is necessary to regulate the guidelines for the work mechanism and the division of responsibilities of the Board of Directors which are stipulated in the form of the Company's Board of Directors Regulations.
- In View of : 1. Law Number 40 of 2007 on Limited Liability Companies;
2. Articles of Association of PT Telekomunikasi Selular by virtue of Deed made before Notary Mrs. Poerbaningsih Adi Warsito, S.H., Number: 181 dated 26 May 1995 as amended by Deed Number: 69 dated 26 June 2008 jis. Deed Number: 11 dated 3 February 2012 Jis, Deed Number: 17 dated 1 April 2014 jis. Deed Number: 39 dated 15 May 2017 jis. Deed Number: 18 dated 6 November 2017 jis. Deed Number: 24 dated 26 February 2018 jis. Deed Number: 4 dated 4 June 2021 ("Company's Articles of Association"), the composition of which Board of Directors and Commissioners is amended according to its last Deed Number 15 dated 28 October 2021 made before Mr. Bonardo Nasution, Sarjana Hukum, Notary of Jakarta;
3. Resolution of the Board of Directors Number: 018/CP.01/PD-00/X/2012 Concerning Good Corporate Governance Policy.



M E M U T U S K A N

- To Stipulate : **BOARD OF DIRECTORS REGULATION ON BOARD OF DIRECTORS CHARTER OF PT TELEKOMUNIKASI SELULAR**
- FIRST : To decide the Board of Directors Charter ("BOD Charter") as attached.
- SECOND : To determine that the scope of this Decree of the Board of Directors is a stipulation on the BOD Charter which includes the arrangements related to:
1. General guidelines for work ethics and business ethics for the Company's Board of Directors;
 2. Governance of the Company's Board of Directors, including among others:
 - a. The division of authority, duties and responsibilities of the Board of Directors as a map of roles in creating Good Corporate Governance;
 - b. Decision-making mechanism/forum for members of the Board of Directors which is carried out with the principles of Good Corporate Governance.
 3. Other provisions relating to the governance of the Company's Board of Directors;
 4. Certain actions of the Board of Directors that must obtain the approval of the Board of Commissioners and/or GMS.
- THIRD : With the enactment of this Decree of the Board of Directors, the provisions below are declared to be revoked and no longer valid:
1. Decree of the Company's Board of Directors Number 313/HR-01/X/1997, dated 7 November 1997 on Job Description of the Board of Directors;
 2. Decree of the Company's Board of Directors Number 194/HR-01/II/1998, dated 7 February 1998 on Improvement of the Job Description of the Board of Directors;
 3. Decree of the Company's Board of Directors Number 154/PR-02/SP-00/96 dated 25 July 1996 on Meetings of Telkomsel's Board of Directors.
- FORTH : Attachments to this decree constitute an inseparable part of this decree, which consists of:
- a. Attachment I : Board of Directors Manual;
 - b. Attachment II : Certain Actions of the Board of Directors that must obtain the approval of the Board of Commissioners and/or GMS.
- FIFTH : Assign officials at the level of Senior Vice President Corporate Secretary to evaluate and monitor this regulation from time to time and make improvements to the regulations if required.
- SIXTH : The President Director has the authority to decide matters other than those stipulated in this Regulation, and to make decisions on differences in interpretation and implementation of this Board of Directors Regulation. The President Director's authority is exercised



should be refer to the principles of Good Corporate Governance.

SEVENTH : This policy is dynamic in nature following the development and needs of the Company. Other matters relating to the technical implementation of this regulation will be further regulated in derivative regulations in accordance with those stipulated in the Company's Official Document Guidelines.

EIGHTH : This decree comes into force from the date of its stipulation.

Stipulated in : Jakarta
On : 30 Desember 2021

BOARD OF DIRECTOR'S MANUAL

BAB I PRELIMINARY

1.	BACKGROUND	<p>PT Telekomunikasi Selular (hereinafter referred to as the "Company") as a company engaged in cellular mobile telecommunications, and its derivative services always strives to be able capable of managing its business efficiently by paying attention to ethics and compliance with the prevailing laws and regulations to continue winning the competition in the telecommunications industry in Indonesia. In relation to that, the Company expresses its interest to continue maintaining the trust of all stakeholders hence the targets that have been set can continue to be achieved and maintained.</p> <p>To carry out the matters referred to above, the Company is required to establish a mechanism for managing the Company under the prevailing laws and regulations, Corporate Culture and Code of Conduct and also Good Corporate Governance principles aiming to encourage the Company's management professionally, efficiently and harmoniously. Therefore, the Company intends to compile and determine guidelines that include among other things code of conduct, business ethics, corporate culture and a description of functions and duties of the Board of Directors, and mechanism for making decisions of the Board of Directors hereinafter referred to as the Board of Directors Charter ("BOD Charter").</p> <p>BOD Charter is dynamic, follows the business requirements, organizational development and business transformation of the Company. Therefore, this BOD Charter will be reviewed periodically and will always be updated and adjusted to the dynamics of the business environment faced by the Company.</p>
2.	DEFINITIONS	<p>Terms that begin with a capital letter and are used in this policy, unless expressly defined otherwise, have the following meanings:</p> <ol style="list-style-type: none"> 1. Subsidiary is a company whose shares are owned by the Company, either majority or minority and either directly or indirectly. 2. Articles of Association are all of the general regulations related to the identity and governance of the Company's organization, being the master rule of all of the Company's rules, stated in a notarial deed. 3. Conflict of Interest is a difference between the Company's economic interests and the personal economic interests of members of the board of directors that may be detrimental to the Company. 4. Board of Directors Charter ("BOD Charter") is a work guideline of the Board of Directors containing, among other, agreements, approvals and/or arrangements among members of the Board of Directors in managing the Company as referred to in the Company's Articles of Association and the prevailing laws and regulations. 5. Board of Commissioners is the Company's organ in charge of conducting general and/or specific supervision in accordance with the Articles of Association and providing advice to the Board of Directors.

	<p>6. Board of Directors is all of the Company's Directors, chaired by the President Director who is fully responsible for the management and matters related to the Company's interests, having the right to represent the Company in taking legal actions in accordance with the Company's Articles of Association and internal regulations.</p> <p>7. Directors or members of the Board of Directors are officials appointed or elected in the GMS to serve or have the authority to lead certain directorates in the Company.</p> <p>8. Employee is a person who has met the specified requirements, is employed, and is given a salary or other benefits directly by the Company based on an employment relationship.</p> <p>9. Director's Decision (Single Approval Authority) is a decision made by one of the members of the Board of Directors in accordance with his/her field of duties and authorities, containing technical and/or operational elaborations within the scope of the director's directorate.</p> <p>10. Director's Joint Decision (Joint Approval Authority) is a decision-making forum related to the Company's strategic policies and the authorities in deciding certain transactions, which require the approval of more than 1 (one) Director but not all members of the Board of Directors.</p> <p>11. Quorum is the minimum number of members required to attend the Board of Directors Meeting to determine one or more certain decisions.</p> <p>12. Daily Operations Official is the Board of Directors appointed to carry out daily operational tasks when the relevant Board of Directors is temporarily absent due to certain reasons.</p> <p>13. Shareholder is an individual or legal entity that legally owns one or more shares in the Company.</p> <p>14. Company is PT Telekomunikasi Selular, a limited liability company established under the laws and domiciled in the Republic of Indonesia by virtue of the deed of establishment and the latest articles of association.</p> <p>15. Circular Resolution is an agreement outside the meeting, written in a document, both physically and electronically.</p> <p>16. Holding Company is a company that becomes the main company that has shares majority in the Company.</p> <p>17. Company's Long-Term Plan (Rencana Jangka Panjang Perseroan, "RJPP") is a general policy regarding the governance, direction, strategy and commitment of the Company to stakeholders for a period of 5 (five) years.</p> <p>18. Company Work Plan and Budget (Rencana Kerja dan Anggaran</p>
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		<p>Perusahaan, “RKAP”) is an annual strategic decision made by the Board of Directors and must obtain prior approval from the Company’s Board of Commissioners and/or the General Meeting of Shareholders.</p> <p>19. Board of Directors Meeting (Collective Approval Authority) is a meeting forum between among of the Board of Directors to discuss and decide on all policies and other strategic and fundamental matters including all actions of the Board of Directors as stipulated in the Company’s Articles of Association.</p> <p>20. General Meeting of Shareholders (“GMS”) is the highest forum of the Company’s organs which has the authority that is not possessed by the Board of Directors and Board of Commissioners within the limits determined by law and the Company’s Articles of Association.</p> <p>21. Meeting of the Board of Commissioners is a meeting forum among members of the Board of Commissioners to discuss and decide on certain matters in accordance with the limits of authority stipulated in the Company’s Articles of Association.</p> <p>22. Good Corporate Governance (GCG) is a process and structure used by the Company to improve the Company’s business success and accountability in order to create added value for Shareholders in the long term while taking into account stakeholders’ other interests, based on the laws and regulations and ethical values.</p> <p>23. Affiliated Transactions are transactions conducted by the Company with parties that have special or affiliated relationships, namely Shareholders; the Company’s Board of Commissioners or other affiliated companies, and their families up to the second degree both vertically and horizontally; the Company’s Board of Directors or other affiliated companies, and their families up to the second degree both vertically and horizontally; Employees of the Company or other affiliated companies, and their families up to the second degree both vertically and horizontally; Companies that have one or more Directors or Commissioners or Employees who serve/concurrently serve as the Company’s Board of Commissioners or Board of Directors or Employees; Other companies in which the Holding Entity i.e. the Company’s Shareholders owns shares and/or other Companies that are the Company’s Subsidiaries, namely companies in the form of Direct Ownership, Indirect Ownership, Associate Entities or Joint Venture Entities.</p> <p>24. Voting is a decision-making process by means of majority voting.</p>
3.	TELKOMSEL	<p>1. PT Telekomunikasi Selular (“Company/Telkomsel”) is a limited liability company established under the laws and domiciled in the Republic of Indonesia in accordance with the latest deed of establishment and articles of association.</p> <p>2. Composition of Shareholders</p>

		<ul style="list-style-type: none"> • PT Telkom Indonesia Tbk. • Singapore Telecom Mobile Pte Ltd. <p>3. The Purpose and Objective of the Company is to engage in the operation of mobile telecommunications networks and services as well as services related to web portals, web hosting, trade transaction services through electronic systems, advertising services related to Mobile Digital Advertising, data processing activities, consulting services in the field of telecommunications, as well as technology-based financial services (financial technology/fintech).</p> <p>4. Business Field</p> <ol style="list-style-type: none"> Conducting business activities in the field of facilities and provision of mobile telecommunications services and wireless telecommunications activities throughout Indonesia or across countries using Global System for Mobile Communication (GSM) technology and/or other technologies (including but not limited to any substitute technology) to GSM technology and/or future wireless telecommunications technology) in accordance with the applicable regulations. Planning, engineering, constructing, providing, developing and operating and maintaining facilities in the form of mobile telecommunications networks including the STBS-GSM network and other supporting infrastructure/facilities required to support the implementation of related telecommunications services. Providing, developing, and conducting services related to mobile telecommunications networks and services and their derivative services including but not limited to the following matters: (i) multimedia services; (ii) internet service provider services; (iii) telephony internet services; (iv) Internet of Things services; (v) Machine to Machine application services; (vi) mobile cyber security services; (vii) application of analytical services; (viii) content provider services, (ix) electronic financial transaction services including card-based payment services; (x) issuer of electronic money; and (xi) electronic money transfer services both domestically and across countries in order to provide expanded telecommunications services for the public; Providing facilities to sellers related to electronic transaction programs (e-commerce platforms), which connect sellers and consumers and allow sellers to open and operate their online shops, operate and provide an internet site (website) that functions as an internet shopping center, where consumers can buy goods (including digital content) or services sold by sellers who participate therein, and providing market place services; Providing data processing and consulting services in the telecommunications sector, including but not limited to providing the use of mobile consumer insight and the use of mobile data analytics; Providing advertising services related to Mobile Digital Advertising; Providing technology-based financial services (financial technology/fintech) including but not limited to mobile payments, mobile funding, mobile aggregators, payment gateways (non switching), electronic wallets (e-wallet); and Conducting other business activities in order to optimize the resources owned by the Company, among other things, the utilization of fixed assets and movable assets, and the Company's information
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		system facilities.
3.	SCOPE	<p>The scope of this BOD Charter includes arrangements related to:</p> <ol style="list-style-type: none"> 1. General guidelines for work ethics and business ethics for the Company's Board of Directors; 2. Governance of the Company's Board of Directors, including among others: <ol style="list-style-type: none"> a. Division of authority, duties and responsibilities of the Board of Directors as a map of roles in creating Good Corporate Governance; b. Decision-making mechanism/forum for members of the Board of Directors which is carried out based on the principles of Good Corporate Governance. 3. Other provisions relating to the governance of the Company's Board of Directors.
4.	PURPOSES AND OBJECTIVES	<ol style="list-style-type: none"> 1. This BOD Charter is prepared with the intention to be a guideline for the Board of Directors in running the Company by applying Good Corporate Governance principles in accordance with the prevailing laws and regulations while continuing to prioritize the prudence principle. 2. This BOD Charter aims to: <ol style="list-style-type: none"> a. Establish a mechanism for managing the Company under the prevailing laws and regulations, the Company's Articles of Association, GCG principles and business ethics; b. Develop the best code of conduct for members of the Board of Directors hence it encourages the expected corporate culture, which will directly or indirectly increase the Company's value; c. Encourage the optimum implementation of functions, duties and authorities of each member of the Board of Directors to improve performance hence they become more productive, effective and efficient; d. Create a healthy and comfortable work atmosphere within the Company and minimize chances of any deviations; e. As a commitment of the Company's Board of Directors to implement the Corporate Culture and Code of Conduct, as well as GCG principles that become the basis for implementing values to realize the Company's vision, mission and goals.

BAB II GENERAL PROVISION

1.	GENERAL PRINCIPLES	<p>1. Telkomsel's BOD Charter is prepared on the basis of the Company's legal principles as follows:</p> <ul style="list-style-type: none"> a. Provisions of Articles of Association; b. Provisions of Company's internal regulations; c. Laws and regulations; d. Shareholders' directives; e. And best corporate practices; <p>2. The Board of Directors is required to apply and implement the values of Good Corporate Governance in the Company's management by applying the principles of Transparency, Accountability, Responsibility, Independence, Fairness (TARIF Principles).</p> <p>3. The Board of Directors is required to respect and apply the standard Code of Conduct and cultural values that have been determined by the Company as a guideline in conducting work activities and employment relationships with stakeholders within the Company.</p>
2.	WORK ETHICS	<p>1. Be obliged to carry out duties in good faith for the benefit of the Company and in accordance with the purposes and objectives of the Company, and to take into account the interests of various Stakeholders in accordance with the prevailing laws and regulations and Good Corporate Governance principles.</p> <p>2. Be obliged to keep the Company's information confidential and not to misuse important information relating to the Company for personal gain.</p> <p>3. Be not allowed to take actions that have conflicts of interest, and take personal gain, either directly or indirectly from the Company's activities, if a Director has a conflict of interest he will be replaced by another Director who does not have a conflict of interest.</p> <p>4. The Board of Directors is personally responsible for any losses arising during his tenure at the Company's management, unless:</p> <ul style="list-style-type: none"> a. The losses are not due to his errors or negligence; b. The management has been conducted in good faith and prudence for the interests and in accordance with the purposes and objectives of the Company; c. There are no conflicts of interest occur, either directly or indirectly, over the management actions that result in losses; and d. Actions have been taken to prevent any occurrence or continuation of the losses. <p>5. Not giving or offering or receiving, either directly or indirectly, money, other financial instruments (such as vouchers, gift certificates and coupons), shares, bonds and other types of investments and/or something that has economic value to or from customers or government officials to influence or as a reward for what they have done and other actions that have a direct or indirect impact on state losses.</p>

		<p>6. Upholding the values of integrity including implementing the provisions related to Anti-Bribery and Corruption, applicable both nationally and internationally.</p> <p>7. Not holding concurrent positions as a member of the Board of Commissioners, Board of Directors or executive officers in other companies and/or institutions. However, it does not include concurrent positions if the Board of Directors carries out functional duties to become a Board of Commissioners in Subsidiaries and/or fellow subsidiaries, provided that the concurrent positions do not result in the relevant person neglecting his duties and responsibilities as Telkomsel's Board of Directors.</p> <p>8. Not being a member of a political party, and/or a member of the legislature, and/or not being a candidate for a member of the legislative;</p> <p>9. Supporting in the development of a process or product that is produced by the Company and respect those who have Intellectual Property Rights for the work.</p>
3.	BUSINESS ETHICS	<p>1. Ethics towards Business Partners</p> <p>a. Prioritize the benefit principle by choosing business partners that provide the best synergy in the Company and are free from Corruption, Collusion and Nepotism;</p> <p>b. Avoid transactions with partners who conduct unethical business practices, by providing equal opportunities to partners to participate in tenders in the Company as stipulated in the Company regulations;</p> <p>c. Be obliged to always maintain a good, equal, transparent relationship in working with Business Partners.</p> <p>2. Ethics towards Competitors</p> <p>It is prohibited to engage in agreements with competitors that may violate the prevailing laws and regulations on anti-monopoly and unfair business competition.</p> <p>3. Ethics towards Employees</p> <p>a. Provide equal employment opportunities and career development to all employees regardless of ethnicity, religion, race, class and gender;</p> <p>b. Respect employees' creativity, innovation and initiatives that provide added value to the Company.</p> <p>4. Ethics towards Shareholders</p> <p>a. Respect and guarantee that the rights of Shareholders in accordance with the Company's Articles of Association be fulfilled properly.</p> <p>b. Always maintain and increase the trust of Shareholders by running the Company in accordance with the principles of good corporate governance.</p> <p>5. Ethics towards Customers</p> <p>a. Respect and guarantee the rights of customers as specified in the laws and regulations;</p>

		<ul style="list-style-type: none"> b. Do not discriminate on customer service based on ethnicity, religion, race, and class and gender; c. Always strive for the interests and convenience of customers in selling the Company's products. <p>6. Ethics towards Affiliated Parties</p> <ul style="list-style-type: none"> a. Establish value-added affiliation relationships for the Company based on reasonable or normal commercial terms (arm's length); b. Provide approval in accordance with the provisions of the Articles of Association for Affiliated Transactions or a series of Affiliated Transactions with a certain value carried out with Shareholders, Subsidiaries of Shareholders, or companies related to Shareholders or with Members of the Board of Directors or Commissioners; c. Observe the prevailing laws and regulations, particularly those related to anti-monopoly and business competition.
4.	CONFLICTS OF INTEREST	<ul style="list-style-type: none"> 1. Conflicts of interest arise if activities or interests, whether personally, financially or politically collide with the Company's interests. 2. Members of the Board of Directors are prohibited from conducting transactions that have a conflict of interest and taking personal gain from the Company's activities, in addition to salaries and other facilities and benefits as determined in the Remuneration of the Board of Commissioners and the Board of Directors. 3. Related Parties include: <ul style="list-style-type: none"> a. Parties who have family ties due to marriage and descendants up to the second degree (including son-in-law) both horizontally and vertically with members of the Board of Commissioners and the Board of Directors; or b. The company or entity in which Member of the Board of Directors or his family (as referred to in point 1 letter a above) serves as a Director or Commissioner or is a Shareholder. 4. In making any decision to conduct a transaction with a Related Party, it is mandatory to make a statement about the relationship with the Related Party to avoid any conflict of interest. 5. If a Member of the Board of Directors has a relationship with a Related Party as referred to in point 1 above, the voting rights of the Member of the Board of Directors concerned must be replaced with another Member of the Board of Directors who does not have a conflict of interest.
5.	INFORMATION DISCLOSURE AND CONFIDENTIALITY	<ul style="list-style-type: none"> 1. All documents for approval process and their attachments, including the documents that have been issued and presentation materials made by the Board of Commissioners and/or Board of Directors must be kept confidential and will not be disclosed and reported to other parties, unless it is required by the law or approved by the Board of Directors. 2. Disclosure of Company's important information to other parties is set forth in the Company's Annual Report and Financial Statements in accordance with the prevailing laws and regulations and internal

		<p>regulations.</p> <p>3. In relation to the disclosure of other information, the Board of Directors may also appoint the Company's officials as Spokesperson on behalf of the Company, if necessary, with the limitations that are regulated separately outside of this Decree of the Board of Directors.</p>
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Property of PT Telekomunikasi Selular

CHAPTER III THE COMPANY'S BOARD OF DIRECTORS

1.	COMPOSITION OF THE COMPANY'S BOARD OF DIRECTORS	<p>1. The Company is managed and chaired by a Board of Directors consisting of 8 (eight) members of the Board of Directors, one of whom is the President Director.</p> <p>2. Members of the Board of Directors come from candidates nominated by the shareholders in accordance with the mechanism stipulated in the Company's Articles of Association.</p> <p>3. Composition of the Company's Board of Directors consists of:</p> <ul style="list-style-type: none"> a. President Director; b. Director of Finance & Risk Management; c. Director of Sales; d. Director of Network; e. Director of Human Capital Management; f. Director of Information Technology; g. Director of Marketing; h. Director of Planning and Transformation.
2.	APPOINTMENT, RESIGNATION AND DISMISSAL	<p>1. Appointment</p> <ul style="list-style-type: none"> a. Appointment and dismissal of members of the Board of Directors is carried out by the General Meeting of Shareholders ("GMS") of the candidates proposed by the Shareholders; b. Formal requirements for those who can be appointed as members of the Board of Directors are individuals who are capable of carrying out legal actions, unless within 5 (five) years prior to their appointment: <ul style="list-style-type: none"> I. He was declared Bankrupt; II. He becomes a member of the Board of Directors or Board of Commissioners who is found guilty of causing a Company to be declared bankrupt; or III. He is sentenced for committing a criminal act detrimental to the state finances and/or relating to the financial sector. c. Material Requirements for Candidates for Members of the Board of Directors include the following: <ul style="list-style-type: none"> I. Having experiences with a track record showing success in managing the institution where the person concerned worked prior to nomination; II. Having expertise in the business field of the company concerned, understanding of management and corporate governance, ability to formulate and implement strategic policies in the context of company development; III. Having integrity, never been involved in deviant acts and practices, never committed a breach of contract which can be categorized as not fulfilling commitments and never committed an act that is categorized as being able to provide an unlawful advantage to the person concerned and/or other parties prior to the nomination; IV. Having leadership to formulate and articulate the company's vision, able to direct company's officials and

		<p>employees to do something to realize company's goals, able to motivate company's officials and employees to be able to realize company's goals; and</p> <p>V. Having a strong will and high dedication to advance and develop the company.</p> <p>d. Other Requirements include the following:</p> <ol style="list-style-type: none"> I. Not an administrator of a political party, and/or a member of the legislature, and/or not currently running as a candidate for a member of the legislature; II. Not the head/deputy head of the region and/or not currently running as a candidate for the head/deputy head of the region; III. Not more than 58 years of age when serving as the Board of Directors; IV. Not currently serving as an official at the Institution, Member of the Board of Commissioners/Supervisory Board at the State-Owned Enterprises (BUMN), Member of the Board of Directors at the State-Owned Enterprises (BUMN), Subsidiary and/or Company, unless signing a statement that he is willing to resign from the position if elected as a Member of the Board of Directors of a Subsidiary of the State-Owned Enterprises (BUMN); V. Not currently holding a position which, based on the laws and regulations, is prohibited from concurrently serving as a Member of the Board of Directors, unless signing a statement that he is willing to resign from the position if elected as a Member of the Board of Directors.; VI. Having dedication and providing sufficient time to carry out his duties as stated in the relevant statement letter; VII. Being physically and mentally healthy (not suffering from an illness that can hinder the performance of duties as a member of the Board of Directors) as evidenced by a health certificate from a government hospital. VIII. Having a Taxpayer Identification Number (NPWP) and has carried out the obligation to pay taxes for the last two years as evidenced by an Annual Tax Return of Income Tax for Individual Taxpayers. <p>e. Members of the Board of Directors are appointed as of the date of appointment as determined by the GMS and ends at the closing of the fifth annual GMS after the date of appointment, in the event that at the end of the term of office the Board of Directors the GMS does not appoint a replacement, the Director will remain in office until dismissed by the GMS or until a replacement is appointed by the GMS;</p> <p>f. Appointment of the Board of Directors who does not meet the requirements as referred to in letter b above has the consequence of being null and void.</p> <p>2. Resignation and Dismissal</p> <p>a. Position of the Board of Directors ends if the relevant person:</p> <ol style="list-style-type: none"> I. resigns; II. is no longer eligible under the prevailing laws and regulations; III. pass away; IV. is dismissed by virtue of a resolution of a GMS;
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		<p>V. is declared bankrupt on the basis of a court order or decision, or is placed under supervision on the basis of a court order or decision.</p> <p>b. Each Director can be dismissed by a GMS only after prior consultation with the Shareholders who nominate the Director.</p> <p>c. Members of the Board of Directors may resign from their positions before their tenure ends with the following procedures:</p> <ol style="list-style-type: none"> I. The relevant member of the Board of Directors must submit a written request for his resignation to the Company no later than 30 (thirty) days prior to the date of his resignation; II. The Company must submit notification to the Shareholders no later than 7 (seven) working days after receipt of the resignation letter; III. After the letter is submitted and the Shareholders agree to the resignation of the member of the Board of Directors, the next mechanism is regulated in the provisions of the GMS or extraordinary GMS. <p>d. If a vacancy occurs in the Company's Board of Directors due to termination or resignation, the Company no later than 30 (thirty) days after the vacancy of the position of the Board of Directors is required to convene a GMS to fill the vacancy of the Board of Directors;</p> <p>e. Since the vacancy in the position of the Board of Directors until the holding of the GMS or Extraordinary GMS as referred to in letter d above, the vacant position is temporarily managed by the Board of Commissioners and/or the appointed Member of the Board of Commissioners, unless otherwise determined by the Board of Commissioners.</p>
3.	ABSENTEEISM OF DIRECTOR	<p>1. Absenteeism of the President Director</p> <p>a. If the President Director is absent or is indisposed due to any reason whatsoever which absence does not need to be evidenced to any third party, the other 2 (two) members of the Board of Directors, nominated by the shareholders who hold the majority shares in the Company from time to time, jointly have the right and authority to act for and on behalf of the Board of Directors and represent the Company;</p> <p>b. To support the smooth running of the Company's daily operational activities, the President Director appoints one of the 2 replacement members of the board of directors as referred to in Point a above to act as Daily Operations Official;</p> <p>c. In the event that a decision is taken for and on behalf of the Board of Directors and represents the Company, the appointed Daily Operational Officer must refer to the provisions as in point a above;</p> <p>d. The appointment of the replacement officials of the President Director is set forth in the Company's Decree of the President Director and/or other documents that are in accordance with the policy of the Company's Official Document Guidelines.</p>

		<p>2. Absenteeism of the Director</p> <p>a. If the Director of the Company is indisposed due to any reason whatsoever which absence does not need to be evidenced to any third party, the Director who is absent may:</p> <ol style="list-style-type: none"> appoint one of the Directors who is not indisposed stated in a Specific Power of Attorney to become the recipient of authority in making certain decisions; and/or; appoint an official at least at the Vice President level who is not prevented from acting as Daily Operational Officer. <p>b. The official appointed as Daily Operational Officer only has limited authority to regulate daily and routine operational activities during the POH appointment period, so that the authority to make certain decisions, either in the form of approval and/or signing, remains carried out by the Director concerned or the Director who has received authority based on the Special Power of Attorney as in point a above.</p> <p>c. In the event that the Director who is unable to perform the appointment of a Special Power of Attorney as referred to in Point 2.a above, the President Director may appoint a temporary replacement official in the form of a Decree of the Company's President Director, with due regard to the rights and positions of the Shareholders.</p>
4.	MECHANISM/FORUM FOR DECISION MAKING OF THE BOARD OF DIRECTORS	<p>1. The mechanism/forum for decision-making of the Board of Directors consists of:</p> <ol style="list-style-type: none"> Board of Directors Meeting (Collective Approval Authority); Director's Joint Decision (Joint Approval Authority); Director's Decision (Single Approval Authority). <p>2. Every decision/approval made by the Board of Directors and members of the Board of Directors is carried out while upholding the principles of prudence, materiality and compliance and must implement the principles of professionalism, efficiency, transparency, independence, accountability and fairness.</p>
5.	BOARD OF DIRECTORS' MEETING (COLLECTIVE APPROVAL AUTHORITY)	<p>1. Board of Directors' Meeting may be held at least (one) time in every current month.</p> <p>2. Board of Directors' Meeting may be held should the following conditions occur:</p> <ol style="list-style-type: none"> It is deemed necessary by one or more members of the Board of Directors; It is upon written request of one or more members of the Board of Commissioners; It is upon written request of 1 (one) or more shareholders who together represent 1/10 (one tenth) or more of the total shares with voting rights. <p>3. Board of Directors' Meeting may be held at the Company's domicile</p>

		<p>or at the Company's place of main business activities or other places agreed by the Board of Directors.</p> <ol style="list-style-type: none"> 4. Participants in the Board of Directors' Meeting are members of the Board of Directors; however, if deemed necessary, the Board of Directors' Meeting may also invite Company's employees and/or external parties (Lawyers, Notaries, Consultants, Academics, etc.) in their capacity and expertise. 5. Board of Directors' Meeting will reach a Quorum and is valid and is entitled to make binding decisions if 4 (four) serving members of the Board of Directors are present and/or represented at the meeting including 1 (one) member of the Board of Directors who is nominated by each Shareholder. 6. The quorum as stipulated in point 5 (five) above, must still be achieved during the Board of Directors' Meeting. If the quorum is not met in the meeting, the meeting will be postponed to the same day the following week at the same time and place and with the same agenda or postponed to a day, time or place and with other agendas as agreed by all members of the Board of Directors. At the postponed Board of Directors' Meeting, the meeting will reach a quorum if 3 (three) members of the Board of Directors are present or represented at the meeting. 7. Decisions in the Board of Directors' Meeting must be made based on deliberation to reach consensus, in the event that a decision through deliberation and consensus is not reached, unless otherwise provided for, the decision is taken by voting based on the majority of the votes cast in the meeting that meets the quorum of attendance. 8. In the event of voting as referred to in point 5 (five) above, each member of the Board of Directors who is present at the meeting is entitled to cast 1 (one) vote and an additional 1 (one) vote for each other member of the Board of Directors who represents him. 9. In the event that the votes of agree and disagree are balanced, the relevant matter or issue will be referred to the Board of Commissioners' Meeting. 10. Taking into account the availability of technology, urgency and efficiency, the Board of Directors' Meeting can also be held through teleconference media, video conferences and/or other electronic media facilities as long as all meeting participants can see and/or hear each other directly while still meeting the quorum requirements for the Board of Directors' Meeting. 11. The results of the Board of Directors' Meeting are stated in the Minutes of the Board of Directors' Meeting which are made by the Corporate Secretary and signed by all members of the Board of Directors present, both in the form of physical documents and electronic documents. If the Minutes of the Board of Directors' Meeting are made by a Notary, the signature of the members of the
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		<p>Board of Directors is not required;</p> <p>12. Minutes of the Board of Directors' Meeting made and signed shall serve as conclusive final evidence regarding the decisions made at the meeting.</p> <p>13. Board of Directors may also make binding decisions outside the Board of Directors' Meeting, namely through Circular Resolution, provided that all members of the Board of Directors give written approval by signing the proposed proposal, and such a decision has the same legal force as the decision made legally in a Board of Directors' Meeting.</p> <p>14. Corporate Secretary is responsible for the overall management of the Board of Directors' Meetings including but not limited to scheduling, inviting meeting participants, preparing meeting agendas and materials, implementing and documenting the results of the Board of Directors Meetings.</p> <p>15. Detailed complete provisions regarding the Board of Directors' Meeting are regulated in a derivative policy of this Decree in accordance with the provisions concerning the Company's Official Document Guidelines.</p>
6.	DIRECTOR'S JOINT DECISION (JOINT APPROVAL AUTHORITY)	<p>1. For the purposes of making decisions/approvals related to certain policies or transactions, the Company may do the following:</p> <ul style="list-style-type: none"> a. Director's joint decision; b. form committees under the Board of Directors. <p>c. A joint decision by directors is a decision taken by more than 1 (one) Director to agree on related matters that fall within the scope of their authority.</p> <p>d. Board of Directors' Committee is a committee at the Board of Directors' level consisting of more than 1 (one) Director, but not all members of the Board of Directors are authorized and in charge of carrying out some of the duties and responsibilities of the Board of Directors which have been determined.</p> <p>e. The establishment of the Board of Directors' Committee is stipulated in a Decree/Decision of the Board of Directors in accordance with the Company's Official Document Policy, which at least contains provisions regarding:</p> <ul style="list-style-type: none"> a. Scope of duties and responsibilities of the Board of Directors' Committee; b. Structure of members of the Board of Directors; c. Division of Duties and Responsibilities of the Members; d. Validity Period of the Board of Directors' Committee; e. Meeting mechanisms, such as meeting schedule, meeting quorum limits, and decision-making mechanisms. <p>f. Board of Directors' Committee may involve other Company officials</p>

		<p>(cross-directorate in nature) who have the relevant authorities, duties, and responsibilities appointed by the Board of Directors.</p> <p>g. Board of Directors' Committee may also make binding decisions outside the Board of Directors' Committee Meeting, namely through Circular Resolution, provided that all members of the Board of Directors' Committee who have voting rights give written approval by signing the proposed proposal, and such a decision has the same legal force as the decision made legally in a Board of Directors' Committee Meeting.</p> <p>h. Board of Directors' Committee may take the form of:</p> <ol style="list-style-type: none"> Pricing Committee; Budgeted Committee; Risk Management Committee; Good Corporate Governance Committee; Ethics and Human Resources Committee; Corporate Social Responsibility Committee (CSR); Service Quality Committee; Business Continuity Management Committee; Information System Committee; Organizational Committee; Other Committees based on the needs of the Company.
7.	DIRECTOR'S DECISION (SINGLE APPROVAL) AUTHORITY)	<p>Director's Decision (Single Approval Authority) can be made to support an acceleration of decision-making process/approval for technical and operational activities within the relevant Directorate or further elaboration of Board of Directors' Decision, then each member of the Board of Directors can decide on their own policies in accordance with the division of duties and responsibilities of the members of the Board of Directors as regulated in these Board of Directors Regulations.</p>
8.	COMPLIANCE CHECK WITH BOARD OF DIRECTORS' APPROVAL (APPROVAL AUTHORITY)	<ol style="list-style-type: none"> In order to comply with laws and regulations and the Company's internal policies, a compliance check must be carried out before the Board of Directors' approval is given. Scope of compliance checks consists of: <ol style="list-style-type: none"> Check for conformity and compliance with the Company's provisions and/or applicable laws and regulations by the relevant unit in charge; Board of Directors' Approval according to the level of authority of the approver; Conformity between the approval document and the issued document. For certain transactions that require approval from the Board of Directors or the Board of Directors' Committee, the principles of segregation of duties must be observed.
9.	WORK RELATIONSHIP OF THE BOARD OF DIRECTORS AND THE	<p>Work relationship of the Board of Directors and the Board of Commissioners is institutional in nature, in the sense that it is always based on a standard or credible mechanism that can be accounted for,</p>

	BOARD OF COMMISSIONERS	in which the role in managing and supervising the management of the Company obeys the provisions of the Company's Articles of Association and the prevailing laws and regulations.
10.	DUTIES & RESPONSIBILITIES AND AUTHORITY OF THE BOARD OF DIRECTORS MEMBERS IN GENERAL	<p>1. Duties and Responsibilities of the Board of Directors Members: Within the scope of the Directorate under its auspices, the Members of the Directorate have the following duties and responsibilities:</p> <ul style="list-style-type: none"> a. Lead and manage the Company in accordance with the Company's purposes and objectives and always strive to improve the Company's efficiency and effectiveness; b. Prepare the Company's strategic plan such as the Company's Long Term Plan (RJPP) and the Company's Work & Budget Plan (RKAP) including other plans related to the implementation of the Company's business and activities to be submitted to the Board of Commissioners for approval; c. Master, maintain and manage the Company's assets to achieve the Company's strategic targets; d. Implement the GCG principles in the Company's management; e. Organize an effective internal control system to secure investment and Company's assets; f. Ensure that the Company carries out its social responsibilities and pays attention to the interests of various Stakeholders in accordance with the prevailing laws and regulations; g. Maintain a healthy and open good relationship with the Shareholders, the Board of Commissioners, and all stakeholders of the Company; h. Establish and implement an integrated program on Company's risk management which is part of the implementation of the GCG program. i. Organize internal controls both within the directorate and the Company as a whole in order to mitigate fraud and/or crimes that may harm the Company. j. Together with the Board of Commissioners ensure that external auditors, internal auditors, and the Audit Committee, as well as other supporting committees, have access to the accounting records, supporting data, and information on the Company, to the extent that it is necessary to carry out their duties; k. Follow up on all audit findings and recommendations from the internal audit unit, external audit, and/or other authorities; l. Provide a work environment that is free from all forms of coercion (harassment) that may arise as a result of differences in ethnicity, religion, race and inter-group of a person (SARA); m. Uphold values of integrity, avoid conflicts of interest by disclosing special relationships if there are any in accordance with the prevailing provisions. n. Other duties and responsibilities in the context of managing the Company as long as they do not conflict with laws and regulations, the Company's Articles of Association, and the Company's internal policies.

		<p>2. Authority of the Board of Directors:</p> <p>The Company delegates authority to each member of the Board of Directors to carry out the following matters:</p> <ol style="list-style-type: none"> a. Establish policies related to the governance of the implementation of business and operational activities that are considered appropriate in leading and managing the Directorates under his responsibility, as well as delegate the authority to employees, in accordance with the authority of each Member of the Board of Directors which has been stipulated in this policy, in which the process of determining the policy must comply with the provisions as regulated in the Company's Official Document Guidelines; b. The Board of Directors is authorized to represent the Company in dealing with other parties such as attending meetings and/or activities related to the Directorates under his responsibility business activities, including signing administrative and contract documents in accordance with the scope of responsibility of each Member of the Board of Directors, with due observance of the restrictions regulated in the Company's Articles of Association and internal policies. c. The President Director is authorized to represent the Company inside and outside the court regarding legal proceedings, which include activities of: <ol style="list-style-type: none"> I. Making a report or criminal complaint on behalf of the Company; II. Filing a lawsuit on behalf of the Company; III. Representing the Company as a defendant in a legal proceeding; IV. Being present to represent the Company based on a court summons to be a witness or with another legal status; V. Appointing a representative to be a witness; VI. Submitting and signing correspondence and/or documents required for law enforcement. d. The Board of Directors is authorized to represent the Company inside and outside the court regarding the criminal law enforcement process, which is conducted by a third party which includes the following activities: <ol style="list-style-type: none"> I. Being present to represent the Company based on a court summons to be a witness or with another legal status; II. Appointing a representative to be a witness; III. Submitting and signing correspondence and/or documents required for law enforcement. e. In carrying out the activities as referred to in letters c and d above, if deemed necessary, the President Director and/or the Board of Directors and/or Director may grant a power of attorney to Members of the Board of Directors, Employees, or other parties for and on behalf of the Company to perform certain legal actions as described in the Power of Attorney. f. For certain actions, the Board of Directors has the right to
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		<p>appoint one or more persons as proxies with the authority and conditions determined by the Board of Directors in a specific power of attorney;</p> <p>g. Carrying out other actions that have not been mentioned in this policy by taking into account the provisions of the applicable laws and regulations.</p>
DISTRIBUTION OF DUTIES AND RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS		
11.	PRESIDENT DIRECTOR	<ol style="list-style-type: none"> 1. Having the authority to lead in running the Company as a whole by prioritizing the principles of Good Corporate Governance in order to achieve the vision, mission, and strategies that have been set as well as being a point of escalation from matters outside the authority that have been distributed to the Board of Directors. 2. Leading initiative, strategy, implementation and integration of synergi program of the Telkom Group and/or other State-Owned Enterprise for adding value and also cost effectiveness between Telkom Group and and/or other State-Owned Enterprise. 3. Leading the management of data and data sources in the Company and ensuring the quality of data vision, data strategy and data architecture. 4. Leading the strategy for the process of managing communication to the Company's internal and external parties and establishing good relationships with the Company's external stakeholders in order to create business sustainability and a positive reputation for the Company. 5. Leading and supervising the implementation of legal compliance and handling all legal issues faced by the Company in order to mitigate legal risks in the implementation of the Company's business strategies. 6. Maintaining good relations with the government, regulatory bodies and associations and overseeing or initiating the establishment of regulations and compliance with regulations on technical aspects of business. 7. Acting as the Company's representative official, and a Shareholder's representative in a Company's Subsidiary, unless otherwise specified. 8. Leading the entire process of planning, development, management, and supervision of the Company's secretarial activities, and ensuring that the remuneration and benefits of the Board of Directors and the Board of Commissioners are fulfilled in accordance with applicable regulations and agreements. 9. Monitor the planning and implementation of the audit process, and ensure audit quality to improve the efficiency and effectiveness of the Company's business.

12.	DIRECTOR OF FINANCE AND RISK MANAGEMENT	<ol style="list-style-type: none"> 1. Leading the planning, implementation, control, supervision and evaluation of all financial functions and activities of the Company in order to realize the improvement of the Company's performance in the financial sector as a whole, as an elaboration of the Company's visions, missions and strategies, including those related to corporate finance, financial transactions, investment targets, cost leadership, fund and debt management, as well as data governance and the Company's financial application systems.. 2. Leading the strategy for formulating and preparing plans for the use of the Company's budget, including the management, supervision, and realization of the use of the budget for all units of the Company to improve business effectiveness and efficiency. 3. Establishing policies and leading the management of the company's risk management and implementing effective and efficient internal controls in order to revenue assurance and/or fraud management. 4. Determining the book value of the Company's assets and leading the management of records and write-offs of the Company's assets in accordance with applicable regulations. 5. Leading processes, strategies and establishing policies for the procurement of goods and/or services, in order to achieve efficiency and effectiveness in the use of the budget. 6. Ensuring the availability of the Company's financial performance reports that have been carried out efficiently, accurately and punctually, and are prepared in accordance with applicable financial accounting standards.
13.	DIRECTOR OF NETWORK	<ol style="list-style-type: none"> 1. Leading the entire process of planning, developing, managing, and supervising network operations in line with the Company's vision, mission, and strategies, including through network roadmaps, network element policies, and network development strategies. 2. Leading the process of providing and operating a network to support all products and services organized by the Company. 3. Leading operational activities on the development, implementation, and supervision to improve and maintain the quality of services and network efficiency, network security, system and program integration, as well as the management of all network-related infrastructure assets, in accordance with the strategic business determined by the Company. 4. Leading the implementation and supervision of tower management and network partnership activities to create added value for the Company's business.
14.	DIRECTOR OF SALES	<ol style="list-style-type: none"> 1. Leading the entire process of planning, development, management, and supervision of the Company's sales and services both in segmen <i>Business to Business (B2B)</i> ataupun <i>Business to Consumer (B2C)</i>, so as to increase the Company's competitiveness in the telecommunications industry.

		<ol style="list-style-type: none"> 2. Leading the Company's sales and service communications as well as providing directions and inputs to ensure operational processes are in line with the Company's visions, missions and strategies. 3. Leading sales and service management by optimizing all of the Company's sales direct and indirect channels. 4. Leading in development, management and implementation strategy in enterprise business end-to-end process, including internet of things business. 5. Lead and manage sales, marketing and service at the area level, and provide direction and input at the area level to ensure operational processes are in line with the overall strategic direction and objectives of the company.
15.	DIRECTOR OF MARKETING	<ol style="list-style-type: none"> 1. Leading the entire process of planning, developing, managing, and supervising marketing and product development activities in order to increase the Company's competitiveness in the telecommunications industry, including those supported by management, development and implementation of data analysis. 2. Leading the preparation and development of the customer experience journey blueprint and developing a comprehensive customer journey strategy for all of the Company's customer segments, including own digital channel development . 3. Leading and developing pricing strategies for the Company's products in order to create pricing excellence and increase the Company's revenue. 4. Overseeing the management of marketing communication activities and customer retention strategies based on each product segment in accordance with the Company's visions, missions and strategies. 5. Managing, developing marketing strategies and market penetration of the digital lifestyle business (video, music, marketplace, games, value added services, content, and those that develop from time to time). 6. Leading the entire process of planning, developing, managing, and supervising the Company's interconnection and international roaming business activities from time to time.
16.	DIRECTOR OF PLANNING AND TRANSFORMATION	<ol style="list-style-type: none"> 1. Leading the entire process of planning, developing, managing, and supervising the corporate strategic plan and corporate program management, including the Company's investment strategy from time to time, as well as DigiCo and non-organic initiatives. 2. Leading the management and supervision of the business activities of Subsidiaries and/or Associated Companies of the Company. 3. Leading the management process of Research and Development (R&D) to find new business initiatives or incubation businesses,

		<p>which have strategic potential and long-term sustainability potential for the Company, including data solutions business.</p> <p>4. Monitoring of implementation parameters of a business that is still in the incubation stage, which can then be utilized by the relevant directorate to become a new source of income for the Company.</p>
17.	DIRECTOR OF INFORMATION TECHNOLOGY	<p>1. Leading the process of managing technology and information systems to support all products and services organized by the Company and IT to support the work needs of the Company's employees.</p> <p>2. Leading the entire process of planning, developing, managing, and supervising technology and information systems in line with the Company's visions, missions and strategies, including those related to IT Strategy, IT Management Framework, IT Architecture Framework, IT Enterprise Architecture, and Key Principles Design Guidelines.</p> <p>3. Leading operational activities on the management, development, control, implementation and improvement of all systems, solutions, service management, ICT security, quality assurance & improvement, related to technology and information system infrastructure with the aim of creating reliable, safe, and accountable information technology services.</p> <p>4. Leading the implementation and supervision of IT partnership activities to create added value for the Company's business.</p>
18.	DIRECTOR OF HUMAN CAPITAL MANAGEMENT	<p>1. Leading the formulation of the roadmap and implementation of the human capital strategy in accordance with the needs of the Company from time to time, as well as organizational development and workforce planning.</p> <p>2. Leading the implementation of policies and strategies on organizational and human resource management, allocation of organizational needs, resource capability parameters required, training and education programs in the context of employee development as one of the aspects of the Company's capital.</p> <p>3. Leading process of management and monitoring of performance management each directorat based on company's strategic target time to time, including those related to Key Performance Indicators and Objectives & Key Results.</p> <p>4. Establishing policies and strategies for fulfilling employee rights, including but not limited to payroll, remuneration, giving rewards, compensation, and benefits, as well as methods and systems used to assess employee performance.</p> <p>5. Leading the supervisory process on the implementation of the management of employment relations and industrial relations with employees in accordance with the prevailing laws and regulations.</p> <p>6. Establishing corporate culture and employee behavior standards, as</p>

		well as attributes and other things as employee identities in the Company.
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CHAPTER IV OTHER PROVISIONS

1.	SUSTAINABLE EDUCATION	<ol style="list-style-type: none"> 1. Board of Directors need to expand and add to their knowledge to carry out their duties as the Company's organ; 2. In order to expand and add to their knowledge, the Board of Directors needs to pursue sustainable education obtained through special education, trainings, workshops, seminars, conferences, benchmarking which are useful in increasing the effectiveness of the functions of the Board of Commissioners and/or Board of Directors; 3. Sustainable education of the Board of Directors can be pursued at domestic and overseas official institutions in accordance with the needs of the Company.
2.	PERFORMANCE REPORT	<ol style="list-style-type: none"> 1. Periodically in accordance with applicable regulations, the Board of Directors makes an annual report to the GMS or related agencies. 2. Together with the Board of Commissioners, the Board of Directors submits an annual report to the GMS within a period of no later than 90 (ninety) after the end of the Company's financial year which contains at least: <ol style="list-style-type: none"> a. Financial statements consisting of at least a new balance sheet at the end of the financial year in comparison with the previous financial year, a statement of profit and loss for the relevant financial year, a statement of cash flows, and a statement of changes in equity, and notes to the financial statements; b. Reports on the Company's performance and activities; c. Reports on the implementation of Social and Environmental Responsibilities; d. Identities of the members of the Board of Directors and their main jobs, positions on the board of commissioners in subsidiaries/joint ventures and/or other companies, and the number of meetings held in one financial year.
3.	LEGAL ASSISTANCE FOR THE BOARD OF DIRECTORS	<ol style="list-style-type: none"> 1. The Company is required to provide legal assistance to each member of the Board of Directors and/or former members of the Board of Directors both inside and outside the court if: <ol style="list-style-type: none"> a. Legal issues arising are the results of implementing their official duties and functions in the Company; b. Legal issues arising are not reports filed by the Company; c. [it is] not in order to challenge the Company. 2. In the event that a member of the Board of Directors encounters a legal issue other than the conditions as stated in point 1 (one), the Company may provide legal assistance to the member of the Board of Directors, as long as the actions of the Board of Directors do not conflict with the Company's Articles of Association. 3. The provision of legal assistance as referred to in points 1 (one)

		<p>and 2 (two) above must be decided first by the President Director after receiving advice and inputs from other members of the Board of Directors and legal considerations from the Corporate Counsel unit.</p> <p>4. In the event that President Director who encounters a legal issue as referred to poin 2 (two) above, decision to provide legal assistance decided by 2 (two) members of directors from majority shareholder after receiving advice and inputs from other members of the Board of Directors and legal considerations from the Corporate Counsel unit.</p> <p>5. Legal assistance provided includes but is not limited to:</p> <ol style="list-style-type: none"> Provision of legal advice; Assistance in in [dealing with] legal [issues]; Appointment of attorney; Transportation and accommodation while facing legal issues; Law firm services payment; Other assistance in resolving legal issues. <p>6. In the event that a Director who is facing a legal problem is found guilty based on a decision that has permanent legal force, then the costs of the legal office services as referred to in Point 5 letter e above will be borne by the Director concerned.</p>
4.	INDUCTION PROGRAM FOR NEW BOARD OF DIRECTORS / COMMISSIONERS	<p>1. Every new member of the Board of Commissioners and/or Board of Directors appointed for the first time must be given an induction program regarding the Company. The responsibility for holding the induction program falls within the Corporate Secretary.</p> <p>2. The induction program includes:</p> <ol style="list-style-type: none"> Implementation of GCG principles by the Company; The description of Telkomsel related to the visions, missions, noble values, scope of business activities, financial and operating performance, strategies, short and long term business plans, competitive positions, risks and other strategic issues; Information relating to delegated authority, internal and external audits, internal control systems and policies, including the Audit Committee; Information regarding the duties and responsibilities of the Board of Commissioners and/or the Board of Directors as well as other related matters needed.

**CERTAIN ACTIONS OF THE BOARD OF DIRECTORS WHICH MUST OBTAIN THE APPROVAL OF
THE BOARD OF COMMISSIONERS AND/OR THE GMS**

No.	ACTION	AUTHORIZED COMPANY ORGANS		
		BOD	BOC	GMS
1.	Making changes to the rights attached to shares.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> • Receiving reports; and/or • Providing consultation; and/or • Giving recommendations. 	Conducting inspections and granting approvals.
2.	Granting approvals and changes to any form of option scheme for employees.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> • Receiving reports; and/or • Providing consultation; and/or • Giving recommendations. 	Conducting inspections and granting approvals.
3.	Issuing shares or other securities with equity.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> • Receiving reports; and/or • Providing consultation; and/or • Giving recommendations. 	Conducting inspections and granting approvals.
4.	Granting options, warrants, or other rights to purchase shares or rights that can be converted into shares.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> • Receiving reports; and/or • Providing consultation; and/or • Giving recommendations. 	Conducting inspections and granting approvals.
5.	Conducting consolidation, conversion or	<ul style="list-style-type: none"> • Conducting inspections and 	<ul style="list-style-type: none"> • Receiving reports; and/or 	Conducting inspections and granting

	repurchase of the Company's shares.	granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders.	• Providing consultation; and/or • Giving recommendations.	approvals.
6.	Conducting an initial public offering or convertible debt offering to the public (including if the initial public offering includes a second component and the number of shares to be sold by shareholders in the initial public offering).	• Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders.	• Receiving reports; and/or • Providing consultation; and/or • Giving recommendations.	Conducting inspections and granting approvals.
7.	Changing the line of business run by the Company or the main requirements and telecommunications licenses issued to the Company.	• Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders.	• Receiving reports; and/or • Providing consultation; and/or • Giving recommendations.	Conducting inspections and granting approvals.
8.	Conducting liquidation, dissolution, merger, consolidation or amalgamation of the Company.	• Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders.	• Receiving reports; and/or • Providing consultation; and/or • Giving recommendations.	Conducting inspections and granting approvals.
9.	Conducting every transaction of the Company whose value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial	• Conducting inspections and granting approvals; • Providing reports/consultation to the Board of Commissioners; • Requesting approvals from Shareholders.	• Receiving reports; and/or • Providing consultation; and/or • Giving recommendations; and/or • Conducting inspections and granting approvals to the	Conducting inspections and granting approvals.

	statements.		extent that the transaction requires approval from the Board of Commissioners such as Capex spending of more than [REDACTED] or the transaction has not been allocated in the budget/RKAP.	
10.	Appointing or dismissing a public accountant.	<ul style="list-style-type: none"> Proposing names (candidates) of public accountants; Conducting inspections and granting approvals; Providing reports/consultation to the Board of Commissioners; Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> Receiving reports; and/or Providing consultation; and/or Giving recommendations. 	Conducting inspections and granting approvals
11.	Establishing a subsidiary or acquiring a company or divesting the Company's interest in one of the subsidiaries.	<ul style="list-style-type: none"> Conducting inspections and granting approvals; Providing reports/consultation to the Board of Commissioners; Requesting approvals from Shareholders. 	<ul style="list-style-type: none"> Receiving reports; and/or Providing consultation; and/or Giving recommendations; and/or Granting approvals to the extent that the transaction requires approval from the Board of Commissioners, such as the transaction has not been allocated in the budget/RKAP. 	Conducting inspections and granting approvals.
12.	Receiving loans separately or jointly with other loans in one financial year.	<ul style="list-style-type: none"> Conducting inspections and granting approvals by President Director and Director of Finance in the amount [REDACTED] 	Conducting inspections and granting approvals with a value of [REDACTED] up to < [REDACTED]	Conducting inspections and granting approvals with a value of Rp. [REDACTED]

		<ul style="list-style-type: none"> Requesting approvals from the Board of Commissioners in the amount Requesting Approvals from Shareholders with a value of \geq 		
13.	Providing loans individually or in whole with other loans in one financial year.	<ul style="list-style-type: none"> Conducting inspections and granting approvals with a value of $>$ Providing reports/consultation to the Board of Commissioners; Requesting Approvals from Shareholders with a value of \geq Rp. 	<ul style="list-style-type: none"> Receiving reports; and/or Providing consultation; and/or Giving recommendations. 	Conducting inspections and granting approvals with a value of \geq Rp.
14.	Transferring the Company's assets or making collateral for the Company's assets in 1 (one) transaction or more, whether related to each other or not, in one financial year.	<ul style="list-style-type: none"> Conducting inspections and granting approvals: <ul style="list-style-type: none"> transferring some of the Company's fixed assets with a total market value in one financial year with a value of $<$ transferring some of the 	<ul style="list-style-type: none"> Receiving reports; and/or Providing consultation; and/or Giving recommendations and/or; Conducting inspections and granting approvals; <ul style="list-style-type: none"> transferring some of the Company's fixed assets with a total market value in 	Conducting inspections and granting approvals with a value of (percent) of the total net worth.

		<p>Company's movable assets with total market value in one financial year with a value of < [REDACTED]</p> <ul style="list-style-type: none"> • Providing reports/consultation to the Board of Commissioners; • Requesting Approvals from Shareholders with a value of [REDACTED] of the total net worth. 	<p>one financial year with a value of Rp. [REDACTED] or more;</p> <p>➤ transferring some of the Company's movable assets with total market value in one financial year with a value of < Rp. [REDACTED] or more.</p>	
15.	Writing off the Company's receivables in one financial year.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals with a value of < [REDACTED] • Requesting approvals from the Board of Commissioners with a value of [REDACTED] • Requesting approvals from Shareholders with a value of ≥ Rp. [REDACTED] 	<p>Conducting inspections and granting approvals with a value of [REDACTED]</p>	<p>Conducting inspections and granting approvals with a value of ≥ Rp. [REDACTED]</p>
16.	Writing off the Company's assets because they are outdated in technology or for other reasons causing these assets to no longer have economic benefits or will no longer be used by the Company at a later date in one financial year.	<ul style="list-style-type: none"> • Conducting inspections and granting approvals with a value of < [REDACTED] • Requesting approvals from the Board of Commissioners with a value of [REDACTED] 	<p>Conducting inspections and granting approvals with a value of [REDACTED]</p>	<p>Conducting inspections and granting approvals with a value of ≥ Rp. [REDACTED]</p>

		<ul style="list-style-type: none"> Requesting approvals from Shareholders with a value of \geq Rp. [REDACTED] 		
17.	Approving the Company's audited financial statements.	Conducting inspections and granting approvals;	Conducting inspections and granting approvals;	Conducting inspections and granting approvals;
18.	Establishing a partnership or joint operation	Submitting proposals to the Board of Commissioners on the Company's operational cooperation plan, Checking the qualifications to carry out joint operations, determining the cooperation model including setting the conditions in the joint operation agreement.	Conducting inspections and granting approvals.	Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial statements.
19.	Providing release of guarantee, guarantee to implement or issue any bank guarantees by the Company which may exceed 1 (one) year or renew commitments that exceed 1 (one) year separately or jointly in the same financial year in which the release, guarantee, performance guarantee or the bank guarantee is given, obtained or renewed.	<ul style="list-style-type: none"> Conducting inspections and granting approvals; Requesting approvals from the Board of Commissioners with a value of [REDACTED] 	Conducting inspections and granting approvals with a value of [REDACTED]	Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial statements.
20.	Approving changes or actions that are not in accordance with the Company's budget.	<ul style="list-style-type: none"> Conducting inspections and granting approvals; Submitting inspection requests to the Board of Commissioners. 	Giving consideration and granting approvals;	Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED]

				<p>_____ of shareholder's equity recorded in the most recently audited financial statements.</p>
21.	Approving the expenditure of capital goods.	<ul style="list-style-type: none"> Conducting inspections and granting approvals; Submitting inspection requests to the Board of Commissioners. 	<p>Conducting inspections and granting approvals with a value of _____</p>	<p>Conduct inspections and approvals if the value of capital expenditures exceeds the lowest of _____ percent) of revenue or _____ of shareholder equity recorded in the most recently audited financial statements.</p>
22.	Distributing interim dividends.	<p>Providing orders and decrees for the distribution of interim dividends or "temporary dividends" to shareholders (the amount and time of payment), after obtaining approval from the Board of Commissioners, provided that¹ :</p> <ol style="list-style-type: none"> The distribution of dividends does not result in the total net worth of the Company being smaller than the amount of capital plus mandatory reserves; The distribution of interim dividends does not interfere with the fulfillment of the Company's obligations to creditors and the Company's activities. 	<p>Approving the distribution of interim dividends to shareholders (the amount and time of payment) with the following conditions:</p> <ol style="list-style-type: none"> The distribution of dividends does not result in the total net worth of the Company being smaller than the amount of capital plus mandatory reserves; The distribution of interim dividends does not interfere with the fulfillment of the Company's obligations to creditors and the Company's activities. 	<p>Conducting submission and granting approvals.</p>

¹ Article 72 paragraph 2 of Law Number 40 of 2007 on Limited Liability Companies

23.	Conducting sale, transfer, grant, disposal or exchange of one and/or several fixed assets of the Company with the total market value in one financial year.	<ul style="list-style-type: none"> Conducting inspections and granting approvals with a value of < [REDACTED] Requesting approvals from the Board of Commissioners with a value of [REDACTED] 	Conducting inspections and granting approvals with a value of [REDACTED]	Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial statements.
24.	Conducting sale, transfer, grant, disposal or exchange of one and/or several fixed assets of the Company with the total market value in one financial year.	<ul style="list-style-type: none"> Conducting inspections and granting approvals with a value of < [REDACTED] Requesting approvals from the Board of Commissioners with a value of [REDACTED] 	Conducting inspections and granting approvals with a value of [REDACTED]	Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial statements.
25.	Entering into, renewing, changing or terminating an agreement or transaction or series of transactions by the Company with shareholders, shareholder's subsidiaries, or the companies related to shareholders or members of the Board of Directors, or such transactions are not based on normal commercial terms, or in the Company's day-to-day business activities.	<ol style="list-style-type: none"> Granting a pre-consent on the implementation of agreements and transactions or series of transactions with affiliated parties as stipulated in the Company's Articles of Association, with a value [REDACTED] or with a value less than that amount but it is not based on normal commercial terms or in the Company's daily business activities. Submitting reports and providing reports on the implementation of agreements or transactions 	<ul style="list-style-type: none"> Receiving reports; Giving approvals to the extent that the transaction requires approval from the Board of Commissioners, such as the transaction has not been allocated in the budget/RKAP. 	<ul style="list-style-type: none"> Receiving reports. Conducting inspections and granting approvals if the related transaction value exceeds the lowest of [REDACTED] of revenue or [REDACTED] of shareholder's equity recorded in the most recently audited financial statements

		between the Company and affiliated parties to shareholders in accordance with the provisions of laws and regulations.		
26.	Changing the Company's accounting policies.	Conducting inspections and granting approvals.	-	-
27.	Determining remuneration for and dismissal of (including severance pay) senior management employees who report to the Board of Directors.	Conducting inspections and granting approvals.	-	-
28.	Determining remuneration (salary, allowances, and other facilities) and severance pay / end of term pay for Commissioners and Directors	Conducting inspections and submitting proposals.	<ul style="list-style-type: none"> • Providing consultation • Conducting inspections and submitting proposals. 	Conducting inspections and granting approvals.
29.	Changing the Articles of Association	Conducting inspections and submitting proposals.	<ul style="list-style-type: none"> • Providing consultation • Conducting inspections and submitting proposals. 	Conducting inspections and granting approvals.
30.	Distributing dividends (excluding interim dividends)	Conducting inspections and submitting proposals.	<ul style="list-style-type: none"> • Providing consultation • Conducting inspections and submitting proposals. 	Conducting inspections and granting approvals.
31.	Preparing Annual Work Plan and Budget and 5-year Business Plan	Conducting inspections and submitting proposals.	Conducting inspections and granting approvals.	-

DISCLAIMER

The articles outlined in the Board of Directors Charter available on this website are a transcription of the original document as stated in Board of Directors Charter. Therefore, the uploaded document cannot be considered a valid and legally binding document.

This document is provided solely as a reference and to facilitate access to information for shareholders and stakeholders.

The Board of Directors Charter are drafted in two languages, namely Indonesian and English. In the event of discrepancies in translation, interpretation, or the use of incorrect terms between the two versions, the legally binding reference shall be the original Board of Directors Charter drafted in Indonesian, as recorded in the company's official documents.

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