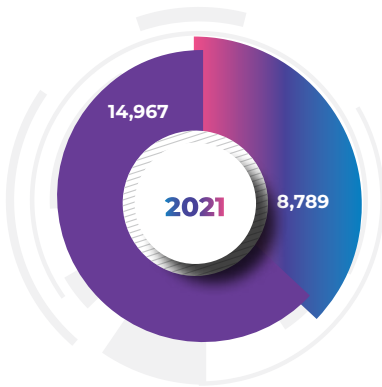




TELKOM EMPLOYEES

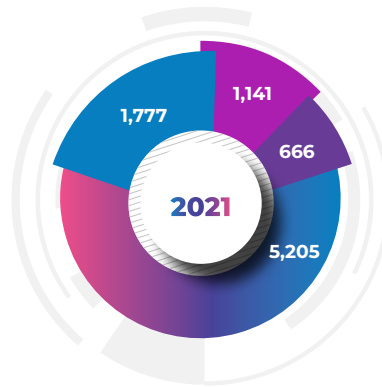
Employees are one of the main stakeholder groups in a company. TelkomGroup realizes that the success of achieving the company's vision and mission cannot be separated from the roles and contributions of all employees. Therefore, TelkomGroup strategically engages employees (employee engagement), in an effort to support TelkomGroup to continue to transition to a digital telecommunication company during this pandemic. In addition, all TelkomGroup employees are encouraged to have high agility in their work, including by involving and forming cross-functional and cross-skilled tribes and squads in the development of service products.

During the 2021 period, all TelkomGroup employees, both in the parent company and subsidiary companies, have worked well and complied with the management's strategic directions. This is realized, cannot be separated from the role of TelkomGroup management which ensures a professional, safe, comfortable, and prosperous work environment. In addition, the guarantee of diversity without discrimination in accordance with human rights, allows all TelkomGroup employees to work wholeheartedly without feeling disturbed or worried.



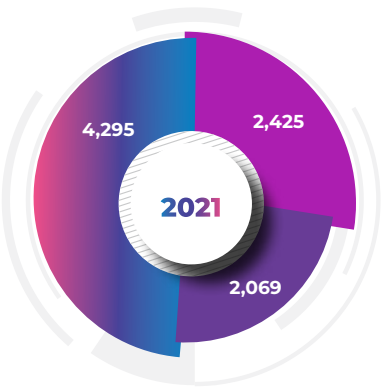
TOTAL EMPLOYEE

Telkom Employee	8,789
Subsidiary Employee	14,967



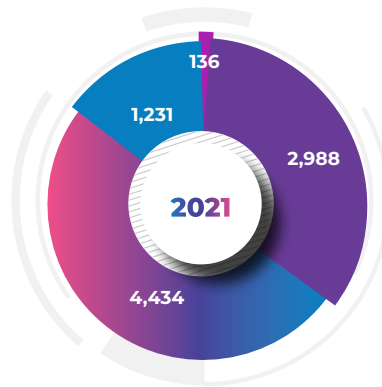
EDUCATION

Pre-University	1,141
Diploma	666
Undergraduate	5,205
Postgraduate	1,777



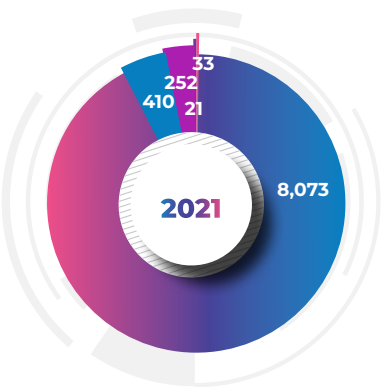
AGE

< 30 years	2,425
30 - 45 years	2,069
> 45 years	4,295



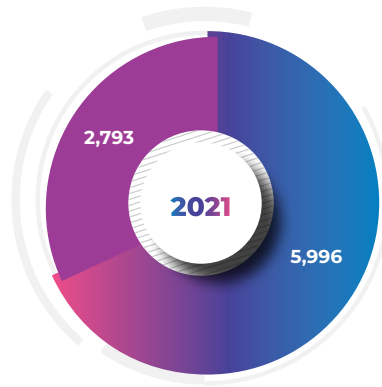
EMPLOYEE POSITION

Senior Management	136
Middle Manajement	2,988
Supervisor	4,434
Others	1,231



EMPLOYMENT STATUS

Permanent Employee	8,073
Professional	410
Rehire	252
Retirement Preparation Period	33
Study Assignments	21



GENDER CHART

Male	5,996
Female	2,793



EMPLOYEE PROFILE

At the end of the 2021 period, Telkom is recorded to have 23,756 employees, consisting of 8,789 employees from the parent company and 14,967 employees from subsidiaries. When compared to 2020, the number of TelkomGroup employees in 2021 decrease by 1,592 people or 6.3%. In addition, during the 2021 period, Telkom did not release employees before retirement.

Number of Employees - Telkom and Subsidiaries per 31 December 2021

	2021	2020	2019
Telkom Employee	8,789	9,745	11,059
Subsidiary Employee	14,967	15,603	13,213
Total	23,756	25,348	24,272

NUMBER OF EMPLOYEES BASED ON EDUCATION LEVEL AND AGE DISTRIBUTION

At the end of the 2021 period, the proportion of TelkomGroup employees who have taken the undergraduate level is 64.89% or 15,415 people, the largest compared to other categories. While the remaining 10.62% or 2,524 employees took pre-college, 11.16% or 2,651 employees took diploma levels, and 13.33% or 3,166 employees took postgraduate (S2 and S3).

Compared to 2020, the number of TelkomGroup employees in 2021 with all educational backgrounds has decreased, which is 1,592 people.

The following table presents data on TelkomGroup employees by education level, from 2019 to 2021.

Telkom and Subsidiaries Employees Based on Education per December 31, 2019 - 2021

	2021				2020		2019	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Pre-University	1,141	1,383	2,524	10.62	3,090	12.2	5,285	21.8
Diploma	666	1,985	2,651	11.16	3,643	14.4	2,027	8.4
Undergraduate	5,205	10,210	15,415	64.89	15,533	61.3	13,988	57.6
Postgraduate (Master and Doctorate)	1,777	1,389	3,166	13.33	3,082	12.1	2,972	12.2
Total	8,789	14,967	23,756	100.0	25,348	100.0	24,272	100.0

In the next section, Telkom groups its employees by age. At the end of the 2021 period, Telkom has 70.8% or 16,819 employees under 45 years old. This number increased by 2.4% compared to the previous period. By looking at this composition, TelkomGroup shows a good regeneration process in the number of employees who will end their tenure.

The table below presents data on TelkomGroup employees by age, from 2019 to 2021.

Telkom and Subsidiaries Employees by Age per December 31, 2019-2021								
	2021				2020		2019	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
< 30 years	2,425	3,329	5,754	24.2	7,233	28.5	5,784	23.8
30-45 years	2,069	8,996	11,065	46.6	10,102	39.9	9,175	37.8
> 45 years	4,295	2,642	6,937	29.2	8,013	31.6	9,313	38.4
Total	8,789	14,967	23,756	100.0	25,348	100.0	24,272	100.0

NUMBER OF EMPLOYEES BY POSITION AND EMPLOYMENT STATUS

TelkomGroup has several positions, namely senior management, middle management, supervisors, and other positions under supervisors. At the end of the 2021 period, the highest number of employees of Telkom and its subsidiaries were at the supervisory level as many as 12,213 people. This number decreased by 2.1% or 267 employees compared to the previous period.

The following table presents data on TelkomGroup employees by position, from 2019 to 2021.

Number of Telkom and Subsidiary Employees Based on Position as of December 31, 2019-2021								
	2021				2020		2019	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Senior Management	136	183	319	1.4	296	1.2	310	1.3
Middle Management	2,988	3,051	6,039	25.4	6,130	24.2	6,377	26.3
Supervisor	4,434	7,779	12,213	51.4	12,480	49.2	12,950	53.3
Others	1,231	3,954	5,185	21.8	6,442	25.4	4,635	19.1
Total	8,789	14,967	23,756	100.0	25,348	100.0	24,272	100.0

Furthermore, in terms of employment status, as of December 31, 2021, TelkomGroup has 20,829 permanent employees or 87.7% of the total employees. Meanwhile, the number of non-permanent employees owned by TelkomGroup is 2,927 people or by 12.3%. In the following table, TelkomGroup's non-permanent employees are divided into 4 categories, namely Professional Personnel, Rehire, Retirement Preparation Period, and Study Assignment.

Attached is a more detailed data regarding the number of employees based on employment status as of December 31, 2019, 2020 and 2021.

Telkom and Subsidiaries – Number of Employees Based on Employment Status as of December 31, 2019-2021								
	2021				2020		2019	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Permanent Employee	8,073	12,756	20,829	87.7	21,336	84.2	22,624	93.2
Professional	410	2,175	2,585	10.9	3,453	13.6	895	3.7
Rehire	252	35	287	1.2	393	1.5	474	2.0
Retirement Preparation Period	33	0	33	0.1	120	0.5	222	0.9
Study Assignment	21	1	22	0.1	46	0.2	57	0.2
Total	8,789	14,967	23,756	100.0	25,348	100.0	24,272	100.0



GENDER EQUALITY ASSURANCE AND NUMBER OF EMPLOYEES BASED ON GENDER

TelkomGroup guarantees gender equality in its company's operating environment. This is following the Decree of the Board of Directors PD.201.01/r.00/PS150/COP-B0400000.2014 dated May 6, 2014, concerning Business Ethics within the TelkomGroup.

At the end of the 2021 period, TelkomGroup has 16,847 male employees, more than the number of female employees, namely 6,909 people. TelkomGroup does not have a policy to set a quota for the number of employees based on gender or to discriminate against one gender in employment. However, based on the characteristics of the industry, the interest of men to work in the telecommunications sector is higher than that of women.

The table below presents information on the number of TelkomGroup employees by gender from 2019 to 2021.

Telkom and Subsidiaries - Number of Employees by Gender as of December 31, 2019-2021								
	2021				2020		2019	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Male	5,996	10,851	16,847	70.9	17,787	70.2	17,987	74.1
Female	2,793	4,116	6,909	29.1	7,561	29.8	6,285	25.9
Total	8,789	14,967	23,756	100.0	25,348	100.0	24,272	100.0

The next table shows the seriousness of TelkomGroup in implementing gender equality in the work environment. Both men and women who have the capability and competence have the right to occupy any position in the company. In the 2021 period, there are 29 women occupying Senior Management positions, 1,224 people occupying Middle Management positions, 3,396 persons occupying supervisory positions, and 2,260 persons occupying other positions.

The following table provides an overview of the distribution of male and female employees working at Telkom and its subsidiaries in various positions as of December 31, 2021.

Number of Telkom and Subsidiary Employees Based on Position and Gender as of December 31, 2021									
	Telkom			Subsidiary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	126	10	136	164	19	183	290	29	319
Middle Management	2,234	754	2,988	2,581	470	3,051	4,815	1,224	6,039
Supervisor	3,003	1,431	4,434	5,814	1,965	7,779	8,817	3,396	12,213
Others	633	598	1,231	2,292	1,662	3,954	2,925	2,260	5,185
Total	5,996	2,793	8,789	10,851	4,116	14,967	16,847	6,909	23,756