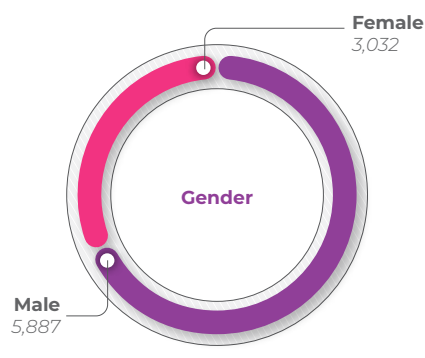
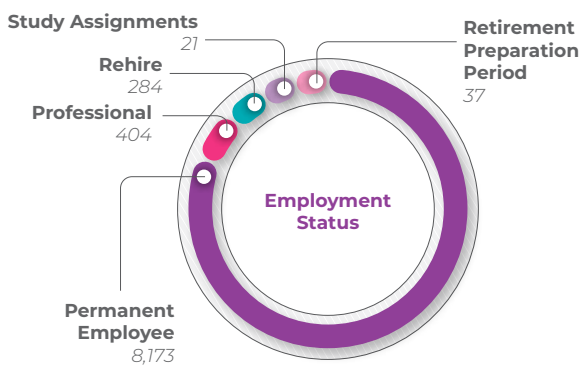
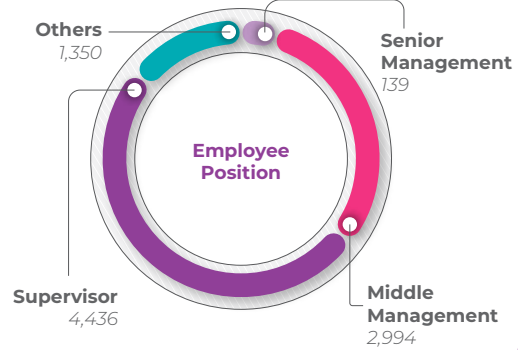
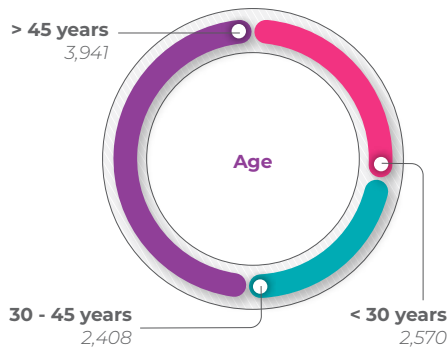
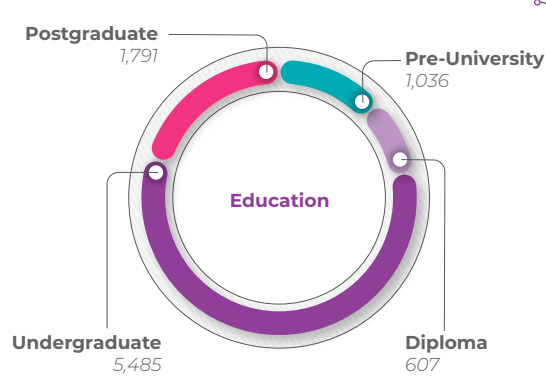
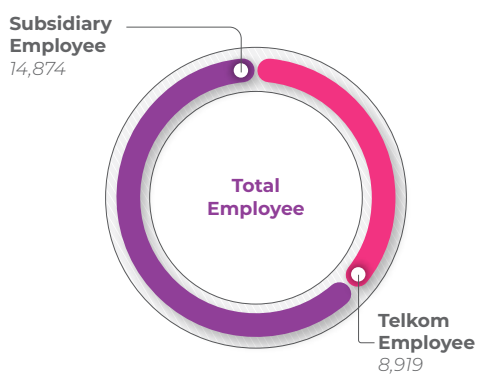


TELKOM EMPLOYEES

TelkomGroup realizes that successful achievement of the Company's vision and mission cannot be separated from the role and contribution of all employees. Therefore, TelkomGroup strategically engages employees (employee engagement), in an effort to support TelkomGroup to continue to transform towards a digital telecommunication company. In addition, all TelkomGroup employees are encouraged to have high agility at work, including by involving and forming cross-functional and cross-expertise tribes and squads in product and service development.

During the 2022 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.



EMPLOYEE PROFILE

At the end of 2022 period, Telkom is recorded to have 23,793 employees, consisting of 8,919 employees from the parent company and 14,874 employees from subsidiaries. When compared to 2021, the number of TelkomGroup employees in 2022 increased by 37 people or 0.16%. In addition, during 2022 period, Telkom did not release employees before retirement.

Number of Telkom and Subsidiaries Employees as of December 31 for 2020 - 2022

	2022	2021	2020
Telkom Employee	8,919	8,789	9,745
Subsidiary Employee	14,874	14,967	15,603
Total	23,793	23,756	25,348

NUMBER OF EMPLOYEES BASED ON EDUCATION LEVEL AND AGE DISTRIBUTION

At the end of 2022 period, the proportion of TelkomGroup employees who have taken the undergraduate level is 66.6% or 15,837 people, the largest compared to other categories. While the remaining 9.6% or 2,276 employees took pre-college, 10.5% or 2,492 employees took diploma levels, and 13.4% or 3,188 employees took postgraduate (Master and Doctorate).

The following table presents data on TelkomGroup employees by education level, from 2020 to 2022.

Number of Telkom and Subsidiary Employees Based on Education as of December 31 for 2020 - 2022

	2022				2021		2020	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Pre-University	1,036	1,240	2,276	9.6	2,524	10.62	3,090	12.2
Diploma	607	1,885	2,492	10.5	2,651	11.16	3,643	14.4
Undergraduate	5,485	10,352	15,837	66.6	15,415	64.89	15,533	61.3
Postgraduate (Master and Doctorate)	1,791	1,397	3,188	13.4	3,166	13.33	3,082	12.1
Total	8,919	14,874	23,793	100.0	23,756	100.0	25,348	100.0

Next, a grouping of employees based on age is presented. As of the end of the 2022 period, Telkom has 71.8% or 17,082 employees who are under 45 years of age. This number increased by 1% when compared to the previous period thus showing a good regeneration process.

The table below presents data on TelkomGroup employees by age, from 2020 to 2022.

Number of Telkom and Subsidiary Employees Based on Age as of December 31 for 2020 - 2022

	2022				2021		2020	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
< 30 years	2,570	2,831	5,401	22.7	5,754	24.2	7,233	28.5
30-45 years	2,408	9,273	11,681	49.1	11,065	46.6	10,102	39.9
> 45 years	3,941	2,770	6,711	28.2	6,937	29.2	8,013	31.6
Total	8,919	14,874	23,793	100.0	23,756	100.0	25,348	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 2022 period, the highest number of employees of Telkom and its subsidiaries were at the supervisory level as many as 12,632 people. This number increased by 3.3% or 419 employees compared to the previous period.

The following table presents data on TelkomGroup employees by position, from 2020 to 2022.

Number of Telkom and Subsidiary Employees Based on Position as of December 31 for 2020 - 2022

	2022				2021		2020	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Senior Management	139	183	322	1.4	319	1.4	296	1.2
Middle Management	2,994	3,215	6,209	26.1	6,039	25.4	6,130	24.2
Supervisor	4,436	8,196	12,632	53.1	12,213	51.4	12,480	49.2
Others	1,350	3,280	4,630	19.5	5,185	21.8	6,442	25.4
Total	8,919	14,874	23,793	100.0	23,756	100.0	25,348	100.0

Furthermore, in terms of employment status, as of December 31, 2022, TelkomGroup has 20,869 permanent employees or 87.7% percent of the total employees. Meanwhile, the number of non-permanent employees owned by TelkomGroup is 2,924 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.

Number of Telkom and Subsidiary Employees Based on Employment Status as of December 31 for 2020 - 2022

	2022				2021		2020	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Permanent Employee	8,173	12,696	20,869	87.7	20,829	87.7	21,336	84.2
Professional	404	2,127	2,531	10.7	2,585	10.9	3,453	13.6
Rehire	284	27	311	1.3	287	1.2	393	1.5
Retirement Preparation Period	37	21	58	0.2	33	0.1	120	0.5
Study Assignment	21	3	24	0.1	22	0.1	46	0.2
Total	8,919	14,874	23,793	100.0	23,756	100.0	25,348	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 Resolution of the Board of Directors PD.201.01/r.00/PS150/COP-B0400000.2014 dated May 6, 2014 regarding Business Ethics within TelkomGroup.

At the end of the 2022 period, TelkomGroup has 16,654 male employees, more than the number of female employees, namely 7,139 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 women.

The table below presents information on number of TelkomGroup employees by gender from 2020 to 2022.

Number of Telkom and Subsidiary Employees Based on Gender as of December 31 for 2020 - 2022

	2022				2021		2020	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Male	5,887	10,767	16,654	70.0	16,847	70.9	17,787	70.2
Female	3,032	4,107	7,139	30.0	6,909	29.1	7,561	29.8
Total	8,919	14,874	23,793	100.0	23,756	100.0	25,348	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 2022 period, there are 33 women occupying Senior Management positions, 1,341 people occupying Middle Management positions, 3,584 people occupying supervisory positions, and 2,181 persons occupying other positions.

Number of Telkom and Subsidiary Employees Based on Position and Gender as of December 31, 2022

	Telkom			Subsidiary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	126	13	139	163	20	183	289	33	322
Middle Management	2,151	843	2,994	2,717	498	3,215	4,868	1,341	6,209
Supervisor	2,933	1,503	4,436	6,115	2,081	8,196	9,048	3,584	12,632
Others	677	673	1,350	1,772	1,508	3,280	2,449	2,181	4,630
Total	5,887	3,032	8,919	10,767	4,107	14,874	16,654	7,139	23,793