

THE POLICY OF REPORTING SHARE OWNERSHIP OF DIRECTORS AND COMMISSIONERS

Telkom seeks to comply with existing regulations in Indonesia, including Regulation of OJK No.11/POJK.04/2017 regarding Ownership Reports or Any Changes in Ownership of Public Company Shares. For this reason, Telkom requires each member of the Board of Directors and the Board of Commissioners to report periodically any changes in direct or indirect share ownership. In this report, Telkom provides information about share ownership by members of the Board of Directors and Board of Commissioners, and its changes during 2019, which is presented in the “Shareholders Composition” section.

EMPLOYEE STOCK OWNERSHIP PROGRAM

Telkom has a Stock Ownership Program by employees and/or management, called the Employee Stock Ownership Program (ESOP) and/or Management Stock Ownership Program (MSOP), which was held at the time of the Initial Public Offering (IPO) in 1995. Then Telkom implemented the program again share ownership in 2013.

In 2019, Telkom has not yet re-entered the ESOP/MSOP program, so there is no up-to-date information regarding the number of shares and/or options, implementation period, eligible employee and/or management requirements, and the exercise price displayed in this report.

No.	Date	Number of employees	Number of shares	Stock Value
1.	November 14, 1995	43,218	116,666,475 shares	Rp239 billion
2.	Juni 14, 2013	24.993	59,811,400 shares (equivalent to 299,057,000 shares after a stock split)	Rp661 billion

