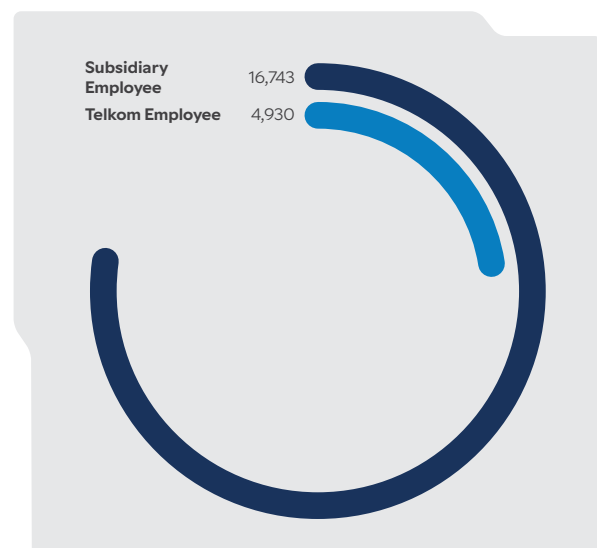


## Profile of Telkom Employees

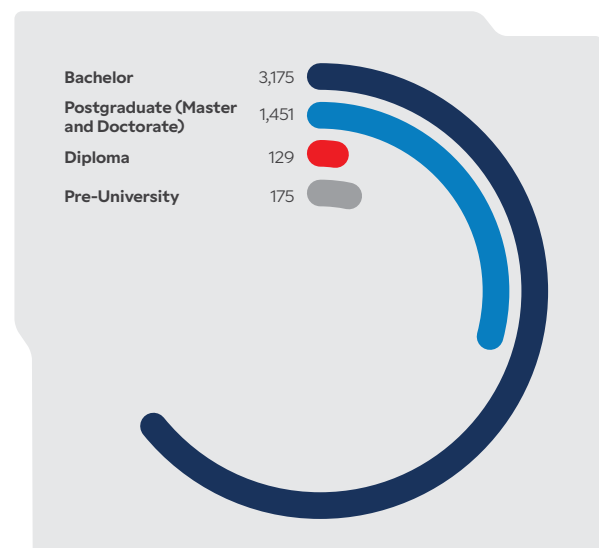
Employees are the main asset in achieving the Company's strategic goals. Therefore, TelkomGroup always empowers all employees to be highly competent and adapt to changes to support Telkom's transformation into a digital telecommunication company. TelkomGroup management is committed

to creating an inclusive, safe, and conducive work environment so that every employee can contribute optimally, carry out their duties with integrity, and support the effective implementation of company policies and strategies.

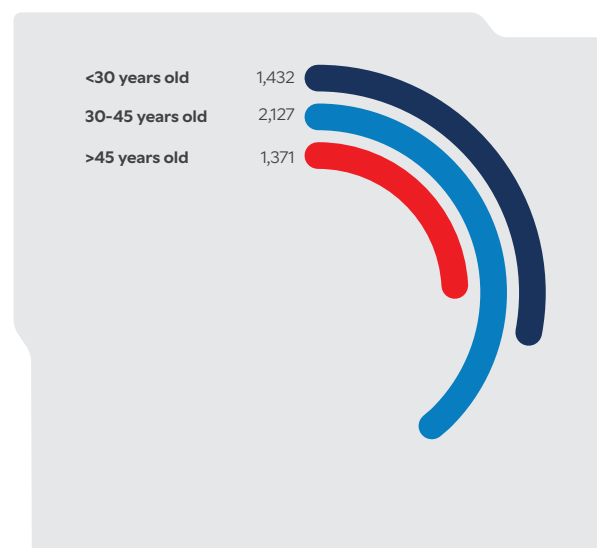
### Total Employee



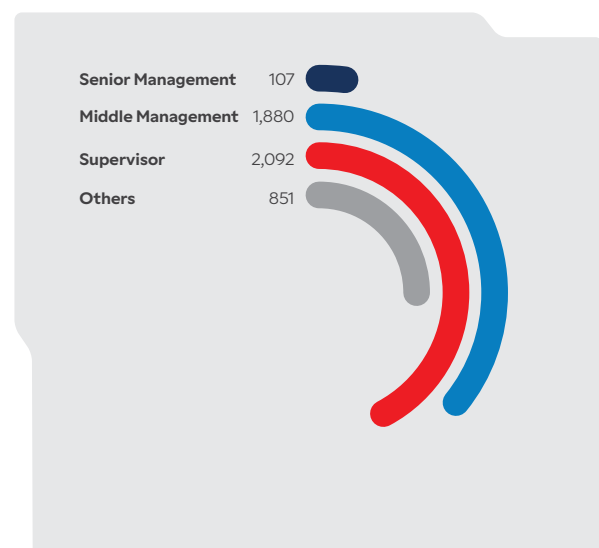
### Education



### Age



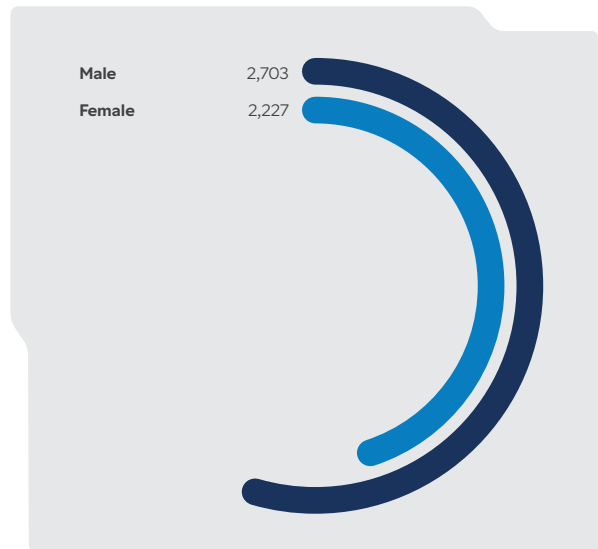
### Employee Position



## Employment



## Gender



By the end of 2024, Telkom had a total of 21,673 employees, with 4,930 employees coming from the parent company and 16,743 from subsidiaries. The number of TelkomGroup employees decreased by 1,391 people or around 6.03% compared to 2023. Throughout 2024, Telkom did not terminate employment before retirement.

## Number of Telkom and Subsidiaries Employees in 2022 - 2024

Description	2024	2023	2022
Telkom Employee	4,930	7,469	8,919
Subsidiary Employee	16,743	15,595	14,874
<b>Total</b>	<b>21,673</b>	<b>23,064</b>	<b>23,793</b>

## GENDER EQUALITY ASSURANCE AND NUMBER OF EMPLOYEES BASED ON GENDER

In carrying out its business activities, TelkomGroup ensures gender equality by the Resolution of the Board of Directors PD.201.01/r.00/PS150/COP-B0400000/2014 dated May 6, 2014 regarding Business Ethics within TelkomGroup. By the end of 2024, TelkomGroup has 14,746 male employees and 6,927 female employees. Although there are more male employees, TelkomGroup does not set quotas based on gender or discriminate against either gender. The higher number of male employees is because men tend to be more interested in working in the telecommunication sector than women, along with the characteristics of this industry.

### Number of Telkom and Subsidiary Employees Based on Gender

Gender	2024				2023		2022	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Male	2,703	12,043	14,746	68.04	16,019	69.5	16,654	70.0
Female	2,227	4,700	6,927	31.96	7,045	30.5	7,139	30.0
<b>Total</b>	<b>4,930</b>	<b>16,743</b>	<b>21,673</b>	<b>100.0</b>	<b>23,064</b>	<b>100.0</b>	<b>23,793</b>	<b>100.0</b>

TelkomGroup's efforts to provide equal opportunities for male and female employees who have the capability and competence to occupy various positions in the company can be seen in the table below. By 2024, there will be 36 women in senior management positions, 1,314 women in middle management positions, 3,562 women in supervisory positions, and 2,015 women in other positions.

### Number of Telkom and Subsidiary Employees Based on Position and Gender in 2024

Employee Position	Telkom			Subsidiary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	91	16	107	144	20	164	235	36	271
Middle Management	1,196	684	1,880	3,244	630	3,874	4,440	1,314	5,754
Supervisor	1,031	1,061	2,092	6,508	2,501	9,009	7,539	3,562	11,101
Others	385	466	851	2,147	1,549	3,696	2,532	2,015	4,547
<b>Total</b>	<b>2,703</b>	<b>2,227</b>	<b>4,930</b>	<b>12,043</b>	<b>4,700</b>	<b>16,743</b>	<b>14,746</b>	<b>6,927</b>	<b>21,673</b>

## NUMBER OF EMPLOYEES BY POSITION AND EMPLOYMENT STATUS

TelkomGroup has various levels of positions, including senior management, middle management, supervisor, and other levels of positions below supervisor. Until the end of 2024, the largest number of employees was at the supervisory level, with a total of 11,101 people, a decrease of 9.97% or 1,230 employees compared to the previous period.

### Number of Telkom and Subsidiary Employees Based on Position

Employee Position	2024				2023		2022	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Senior Management	107	164	271	1.3	307	1.3	322	1.4
Middle Management	1,880	3,874	5,754	26.5	6,155	26.7	6,209	26.1
Supervisor	2,092	9,009	11,101	51.2	12,331	53.5	12,632	53.1
Others	851	3,696	4,547	21	4,271	18.5	4,630	19.4
<b>Total</b>	<b>4,930</b>	<b>16,743</b>	<b>21,673</b>	<b>100.0</b>	<b>23,064</b>	<b>100.0</b>	<b>23,793</b>	<b>100.0</b>

Based on employment status, as of December 31, 2024, TelkomGroup has 19,695 permanent employees (including employees in retirement preparation and study assignments), representing 90.87% of total employees. Meanwhile, non-permanent employees are divided into two categories, namely professional and rehire, with a total of 1,978 people or 9.13% of all employees.

### Number of Telkom and Subsidiary Employees Based on Employment Status

Employment Status	2024				2023		2022	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Permanent Employee	4,575	14,928	19,503	90.0	20,362	88.3	20,869	87.7
Professional	224	1,739	1,963	9.0	2,435	10.6	2,531	10.7
Rehire	0	15	15	0.1	24	0.1	311	1.3
Retirement Preparation Period	38	40	78	0.4	110	0.5	58	0.2
Study Assignment	93	21	114	0.5	133	0.5	24	0.1
<b>Total</b>	<b>4,930</b>	<b>16,743</b>	<b>21,673</b>	<b>100.0</b>	<b>23,064</b>	<b>100.0</b>	<b>23,793</b>	<b>100.0</b>

## NUMBER OF EMPLOYEES BASED ON EDUCATION LEVEL AND AGE DISTRIBUTION

By the end of 2024, the majority of TelkomGroup employees will have a bachelor's degree, reaching 66.89% or as many as 14,496 people. The following table displays data on TelkomGroup employees based on pre-university, diploma, bachelor, and postgraduate education levels for 2022 - 2024.

### Number of Telkom and Subsidiary Employees Based on Education Level

Education Level	2024				2023		2022	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Pre-University	175	1,595	1,770	8.2	2,063	8.9	2,276	9.6
Diploma	129	1,390	1,519	7.0	2,179	9.5	2,492	10.5
Bachelor	3,175	11,321	14,496	66.9	15,624	67.7	15,837	66.5
Postgraduate (Master and Doctorate)	1,451	2,437	3,888	17.9	3,198	13.9	3,188	13.4
<b>Total</b>	<b>4,930</b>	<b>16,743</b>	<b>21,673</b>	<b>100.0</b>	<b>23,064</b>	<b>100.0</b>	<b>23,793</b>	<b>100.0</b>

Based on age, most of TelkomGroup employees as many as 16,479 employees or 76.03% are under 45 years old. This number decreased by 2.63% compared to the previous year.

### Number of Telkom and Subsidiary Employees Based on Age

Age	2024				2023		2022	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
< 30 years old	1,432	2,667	4,099	18.91	4,922	21.3	5,401	22.7
30 - 45 years old	2,127	10,253	12,380	57.12	12,003	52.1	11,681	49.1
> 45 years old	1,371	3,823	5,194	23.97	6,139	26.6	6,711	28.2
<b>Total</b>	<b>4,930</b>	<b>16,743</b>	<b>21,673</b>	<b>100.0</b>	<b>23,064</b>	<b>100.0</b>	<b>23,793</b>	<b>100.0</b>