No.	Date	Number of Employees	Number of Shares	Stock Value
1.	November 14, 1995	43,218	116,666,475 shares	Rp239 billion
2.	June 14, 2013	24,993	59,811,400 shares (equivalent to 299,057,000 shares after a stock split)	Rp661 billion

Eligibility criteria for ESOP participants are as follows:

1. Company or Telkom Employees.
2. Telkom employees who are seconded or employed in TelkomGroup or outside TelkomGroup.
3. Employees of subsidiaries whose financial report are consolidated into Telkom's Financial Reports.
4. Employees of indirect subsidiaries whose financial statement are consolidated into Telkom subsidiaries' Financial Statements.
5. Directors of subsidiaries and Directors of indirect subsidiaries whose financial statement are consolidated, but not included:
   a. Members of the Board of Directors and Board of Commissioners of the company.
   b. Members of the Board of Directors and Board of Commissioners of PT Telekomunikasi Seluler Indonesia.
6. Contract employees at a certain level who are still active in TelkomGroup.

Policy Regarding Reporting Share Ownership of Directors and Commissioners

Each member of the Board of Directors and Board of Commissioners of Telkom has reported to the Financial Services Authority, either directly or indirectly, regarding ownership and any changes in ownership of Public Company shares in accordance with the provisions of OJK Regulation No. 4 Year 2024 regarding Reporting of Share Ownership and Share Pledging Activities at the Public Companies. Provisions regarding reporting of share ownership are also regulated internally in the Board Manual for the Board of Directors and Board of Commissioners as stated in the Joint Regulation of the Board of Commissioners and Directors No. 05/KEP/DK/2022 and No. PD.620.00/r.01/HK200/COP-M4000000/2022 regarding Guidelines for the Work Procedures of the Board of Commissioners and Directors (Board Manual) of the Company (Persero) PT Telekomunikasi Indonesia, Tbk.

The Company routinely reports on the share ownership of members of the Board of Directors and members of the Board of Commissioners every month. It is disclosed in the Annual Report and Financial Report. In the Annual Report for 2025 Financial Year, Telkom reports information on share ownership by members of the Board of Directors and Board of Commissioners, as well as changes in the "Shareholder Composition" section.

All members of the Board of Directors and Board of Commissioners are required to report changes in their share ownership no later than three working days after the occurrence of ownership or changes in ownership of Public Company shares. This policy applies to all members of the Board of Directors and Board of Commissioners. In 2023 and 2024, several members of the Board of Directors and Board of Commissioners received Long-Term Incentive (LTI) and deferred Tantiem in the form of Telkom shares.