

### Multi-Generational Workforce

The younger generation represents a vital asset for the company's longevity. By integrating their energy with the mentorship of experienced professionals, TelkomGroup leverages demographic diversity to drive innovation that resonates across all generations. Currently, the workforce is led by the 30-50 age group at 69.9%, while young professionals (under 30) account for 16.19%. Capitalizing on this momentum, TelkomGroup is committed to further diversifying its talent pool by targeting an 18% representation of young professionals.

### Global and local

In line with its expanding global digital footprint, TelkomGroup's workforce comprises both local and international talent. This is exemplified by Telin, whose operations span 35 countries. Currently, 31% of Telin's workforce consists of international employees, representing a rich diversity of 14 different nationalities.

### Disability

At present, TelkomGroup employs 106 people with disabilities, representing 0.5% of the total workforce. These employees hold strategic roles across various functions, including Business Strategy and Development, Corporate Communication, Administration, Digital Services, Engineering, Facility and Asset Management, Sales, Finance, Human Capital, Instructor, Multimedia, IT Platform, and Procurement. TelkomGroup is committed to tripling this representation, targeting 1.5% of the total workforce by 2030.

## Compensation and Benefits

### Remuneration

[OJK F.20][GRI 401-2]

TelkomGroup's remuneration policy is implemented in accordance with applicable regulations and company policies to retain and motivate talent, in alignment with TelkomGroup's Employee Value Proposition (EVP). Remuneration is provided transparently and fairly to all employees, regardless of gender. Employee remuneration consists of payment benefits and non-payment benefits. Payment benefits include competitive salaries, holiday allowances, housing allowances, transportation allowances, tax allowances, post-employment benefits, job-related facilities, insurance coverage (including health, life, and employment insurance), healthcare facilities, as well as performance-based incentives and bonuses in accordance with company policies. Meanwhile, non-payment benefits include leave entitlements and employee development opportunities through education scholarships and certification programs aligned with the Company's needs. All remuneration components are managed on a performance-based approach, where annual salary adjustments are determined based on individual Key Performance Indicators (KPI) achievements, while incentives and bonuses are awarded based on the Company's performance realization.

The ratio of basic salary and remuneration for female employees compared to male employees does not differ (1:1) for each level of employment at TelkomGroup. [GRI 405-2]

### Leave Policy

[GRI 401-3]

TelkomGroup prioritizes employee well-being by respecting their time outside of work and providing comprehensive leave entitlements tailored to their personal needs.