

Table 23. Types and Conditions of Employee Leave

Parental leave	Paternity leave is provided for 7 days, while female employees are entitled to 3 months of paid maternity leave, which may be extended up to 6 months based on specific medical or health conditions.
Paid annual leave	All employees are entitled to 12 days of leave in accordance with regulatory provisions.
Hajj pilgrimage leave	Leave of 45 days for employees performing the Hajj pilgrimage.
Extended leave	Leave is granted every three years for a maximum of 45 days.
Leave for important reasons	Leave is granted to employees for a maximum of 7 days.
Leave moments that matter (MTM)	Leave for employees to celebrate important events, such as birthdays, for 1 day each year.
Educational leave	Leave for employees pursuing education at their own expense/sponsorship with company approval.

In 2025, a total of 921 employees utilized maternity leave across TelkomGroup. The company achieved a high return-to-work rate of 96.1%, while the retention rate for these employees remained strong at 95.1%.

Table 24. Return-to-Work Rate and Employee Retention Rate

		2025	
		Telkom	TelkomGroup
Reemployment rate	Male employee	100%	99%
	Female employee	100%	90.7%
Retention rate of employees	Male employee	100%	95.1%
	Female employee	100%	95.1%

Talent Development

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We believe that through talent development, TelkomGroup will also advance. People Development Plan (PDP) 2025 outlines the plans and strategies for talent development for all TelkomGroup employees.

The Learning & Development Function Unit is responsible for the development, execution, and monitoring of talent development programs at TelkomGroup. The achievements of the PDP are reported periodically to the HCM Director.

People Development Plan 2025

To ensure talent readiness in facing the company's transformation direction, TelkomGroup formulated the PDP integrated into the Learning Blueprint 2025–2027. This roadmap serves as a comprehensive guide for strengthening technical competencies, leadership, and work behaviour across the entire group. This blueprint strategically maps out the learning needs across the three main business pillars of TelkomGroup, namely Digital Infrastructure, Integrated B2C Services, and B2B ICT Services, and outlines mandatory competencies such as digital leadership, customer focus, and strategic orientation. Strengthening the AKHLAK values also serves as the foundation of the learning culture for TelkomGroup employees, ensuring that employee development not only focuses on capability enhancement but also aligns with sustainability principles and good governance.