

THE POLICY OF REPORTING SHARE OWNERSHIP OF DIRECTORS AND COMMISSIONERS

Telkom complies with OJK Regulation No. 11/POJK.04/2017 regarding Report of Ownership or Any Change in Share Ownership of Public Companies by requiring each member of the Board of Directors and the Board of Commissioners of Telkom to periodically report any changes in share ownership directly or indirectly through the Board Manual of the Board of Directors and the Board of Commissioners that listed in the Joint Regulation of the Board Commissioners and Directors Work Procedure of the Board of Commissioners and Directors (Board Manual) of *Perusahaan Perseroan* (Persero) PT Telekomunikasi Indonesia, Tbk.. In 2020 Financial Year Report, Telkom provides information about share ownership by members of the Board of Directors and the Board of Commissioners, as well as the changes, in the "Shareholder Composition" section.

EMPLOYEE STOCK OWNERSHIP PROGRAM

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

Until the end of the reporting period, the program has not been carried out by Telkom. Therefore, throughout 2020 there is no updated information regarding the number and/or options, implementation period, eligible requirements and/or Management, and implementation price displayed in this report.

Table of Telkom ESOP/MSOP as of December 31, 2020

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	Rp661 billion
			(equivalent to 299,057,000 shares after a stock split)	