

## EMPLOYEE HEALTH AND SAFETY [103-1; 103-2; 103-3]

TelkomGroup provides digital-based work facilities that allow employees to work optimally even in high mobility. Each workspace is equipped with various facilities to make it easier for them to work and interact with each other comfortably and safely. This effort is also expected to create a conducive working atmosphere on an ongoing basis.

The health and safety of all employees is also an important thing that we strive for. In addition, TelkomGroup also ensures a safe and proper work environment, not only for employees but also for all vendors or stakeholders in our work area. All parties are encouraged to comply with and implement the occupational health and safety management system (SMK3) that applies at TelkomGroup. [403-8]

SMK3 is implemented based on Resolution of the Board of Directors No. 37 of 2010 regarding Company's Security and Safety Management Policy dated October 26, 2010 (KD No. 37/2010). The K3 aspect is also regulated in PKB VIII article 51 where there is a statement that "Telkom is obliged to organize an occupational safety and health program in accordance with the applicable laws and regulations". Our SMK3 has also been certified Golden Flag from the Ministry of Manpower of the Republic of Indonesia, which covers the entire area of the Regional Office and Telecommunication Regional Office (WITEL).

Company has procedures for reviewing work accidents and occupational diseases (PAK) for every incident or accident in the work environment that causes victims. Then a report is prepared based on finding facts and field documentation containing causes, corrective actions and accident prevention. Certification is obtained after an audit of incident documentation, monitoring processes and monitoring documents, ongoing evaluation and training. [403-1]

### Hazard Identification and Incident Reporting [403-2]

To ensure safety throughout Telkom's operations, we monitor and evaluate the potential hazards and risks of HSE. HSE is implemented strictly, especially at the location of telecommunications infrastructure projects that are

being developed by TelkomGroup. Every work carried out by TelkomGroup employees and partners must pay attention to various safety procedures. Everyone must be responsible for their own safety and increase their concern for the safety of others and the work environment when they are there. We have an accident incident reporting mechanism in place according to KD No. 37/2010.

Some of the types of high-risk jobs that we mapped are:

1. Work at height;
2. Work at risk of being exposed to high voltage;
3. Work at ground tank;
4. Work at manhole;
5. Work at optical splicing.

Reporting and handling incidents are carried out through the reporting mechanisms in regional offices and Telkom headquarter office under the Security and Safety Unit.

### HSE Facilities [403-3; 403-6]

TelkomGroup established the Health Foundation (YAKES) to manage employee health. This foundation undertakes the planning, control and maintenance of the health of employees, retirees and their families. Through YAKES, we also built a polyclinic at the Head Office, carried out counseling, physical promotion, and carried out corporate hygiene and work safety programs. The implementation of the work safety program includes simulation of emergency response and first aid in accidents.

In accordance with Decision of the Director of Human Capital & General Affairs of the Company (Persero) number KR.08/PS600/COP-B0012000/2008 regarding Guidelines for the Implementation of Health Services for Employees and Their Families, YAKES' facilities consist of:

1. General and dental polyclinic;
2. Gym;
3. Lactation room;
4. Basic life support simulation room;
5. Midwifery check-up.