

## SUSTAINABILITY PERFORMANCE

### Education Priority Program

Telkom has a scholarship program for its employees who wish to continue their education at the master's and/or doctoral level through the Great People Scholarship Program (GPSP). The company provides this long-term program to retain employees. In 2023, 98 employees continued their education abroad, and no employees continued their education at domestic universities.

### Digital Talent Readiness [404-2]

Currently, we are in an era of rapid technological development. Therefore, adequate digital talent is needed in terms of competency and number. Telkom has a Digital Talent Readiness program that develops employees' digital capabilities. Capability development is carried out by developing soft skills related to Digital Mindset and behavior and technical skills through innovation programs, digital project-based, and certification related to digital skill needs. Apart from that, TelkomGroup is also developing a program so digital talent can transfer knowledge. Until the end of 2023, Telkom has digital talent of 4,033 people or 17.18% of total employees. The digital talent figure reaches 109% of the digital talent targeted in 2023, namely 3,700 people. In the future, Telkom is targeting digital talent by 2026 to reach 5,722 people.

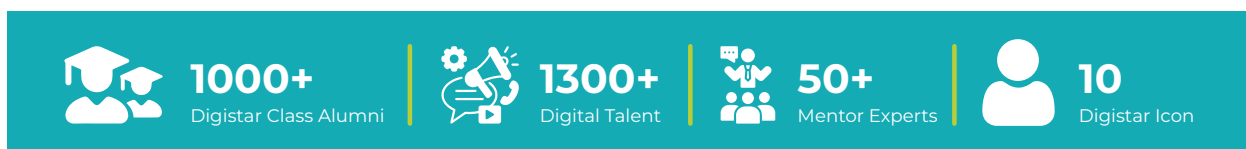
Not only internally, Telkom is also trying to encourage the growth of digital talent in Indonesia. Telkom has a digital learning platform that all BUMN, namely Pijar Mahir, can access. This platform is also a form of Telkom's support for the BUMN Ministry's efforts to develop a global standard digital ecosystem and talent within the BUMN environment. Through Pijar Mahir, digital skills can access learning materials through videos, reading materials, quizzes, and others. This collaboration hopes to create 200,000 SOE digital talents by 2024.

### Digistar

Digistar is another effort from Telkom to prepare digital talent. Digistar forms and develops future digital talent, so they are ready to enter the world of work while closing the gap between the number of digital skills and industry needs. Through the Digistar program, Telkom incubates young talents with big ambitions and extensive knowledge, such as self-growth abilities, leadership, and technical experience, while introducing the work environment at Telkom. Digistar is aimed at students, fresh graduates, and job seekers, with five subprograms, including:

1. Digistar ClassProgram intensive mentoring;
2. Digistar CommunityProgram partnership
3. Digistar InternshipProgram magang
4. Digistar ConnectProgram
5. Digistar StoryKanal

### Achievement



### Implementation of Occupational Safety and Health Management System (OSHMS)





Telkom has an occupational safety and health management system (OSHMS) that covers all (100%) employees, vendors, and stakeholders in operational areas. The implementation of OSHMS refers to Resolution of the Board of Directors No. 37 of 2010 regarding Company Security and Safety Management Policy dated 26 October 2010 (KD No.37/2010). The OSH aspect is also in PKB VIII article 51: "Telkom is obliged to organize occupational safety and health programs in accordance with applicable laws and regulations." Throughout 2023, all regional office areas and telecommunication area offices (Witel) have been certified Golden Flag by the Ministry of Manpower of the Republic of Indonesia. [403-1, 403-8]

## Hazard Identification and Incident Reporting [403-2, 403-9, 403-10]

The first step in implementing OSH is identifying high-risk work types. At Telkom, these jobs include:

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

TelkomGroup identified several Occupational Diseases, including:

			
Physical	Infection	Chemical	Psychological
Electrocuted, noise, dim lighting and ergonomic factor that can cause physical fatigue, muscle pain, bone deformity, changes in shape due to the position of the chair and table when used do not meet ergonomic requirement.	Contracted from Corona virus through office or workplace.	Daily chemicals (eg: floor cleaners) that can cause skin diseases such as dermatitis, common in Telkom Party.	Lack of work-life balance. Severe and continuous work demands can cause burnout or mentally exhausted.

To mitigate the risk of, Telkom Parent, periodically monitors and evaluates the implementation of OSH. Apart from that, Telkom also has security and safety procedures and guidelines and an extensive operations manual with detailed guidance on security protocols, especially at project and tower sites. Other efforts to mitigate the risk of accident incidents include carrying out Safe Work Readiness Check Lists and Safety Talks, HSE Patrols, and Management Visits. We also ensure that our vendors have OSH certification and comply with applicable laws. [403-7]

The incident reporting mechanism refers to KD No. 37/2010, and anyone who sees unsafe conditions can report it to the Security and Safety Unit at the regional or head office. The following table is data of work accidents during 2023 at Telkom Akses, one of our subsidiaries.

### Work Accident Data at Telkom Akses [403-9]

Category	2023
Lost Time Injuries	90
Fatality	1
<b>Total</b>	<b>91</b>

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### OSH Facilities [403-3, 403-6]

Telkom also pays attention to employee health at work. Realized by providing health facilities, as stated in the Resolution of the Board of the Director of Human Capital & General Affairs of the Company (Persero) KR.08/PS600/COP-B0012000/2008 regarding Guidelines for Implementing Health Services for Employees and Their Families. The health facilities provided are:

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

In addition, Telkom has Yayasan Kesehatan (YAKES) or health foundation to manage employee's health. YAKES is responsible for planning, controlling and maintaining employee's health, retirees and families, organizing polyclinics in head office, counseling, physical promotive, as well as company hygiene and work safety.

### Training Related to OSH [403-4, 403-5]

Telkom regularly provides OSH training to employees to reduce the risk of work accidents and increase awareness and skills related to OSH.

#### OSH Training Data in 2023

Type of Training	Number of Employees	Number of Training Hours
General OSH Expert	65	4
OSH Firefighter Type D	39	3
OSHMS Auditor Certification	14	2
<b>Total</b>	<b>118</b>	<b>9</b>

To increase employee awareness and partner within TelkomGroup environment on the importance of OSH, we always communicate OSH aspect on various occasions. TelkomGroup also seeks to instill OSH into corporate culture. Communication, socialization, and OSH consultation activities are realized through the following programs:

1. Safety Talk;
2. Safety Risk Observation Round (SROT);
3. Check list for working readiness;
4. Management Visit;
5. HSE Patrol;
6. HSE Training;
7. Manufacture and Installation of HSE Signs;
8. HSE Team Meeting;
9. Basic Life Support (BLS); and
10. Formation of Emergency Response Team.