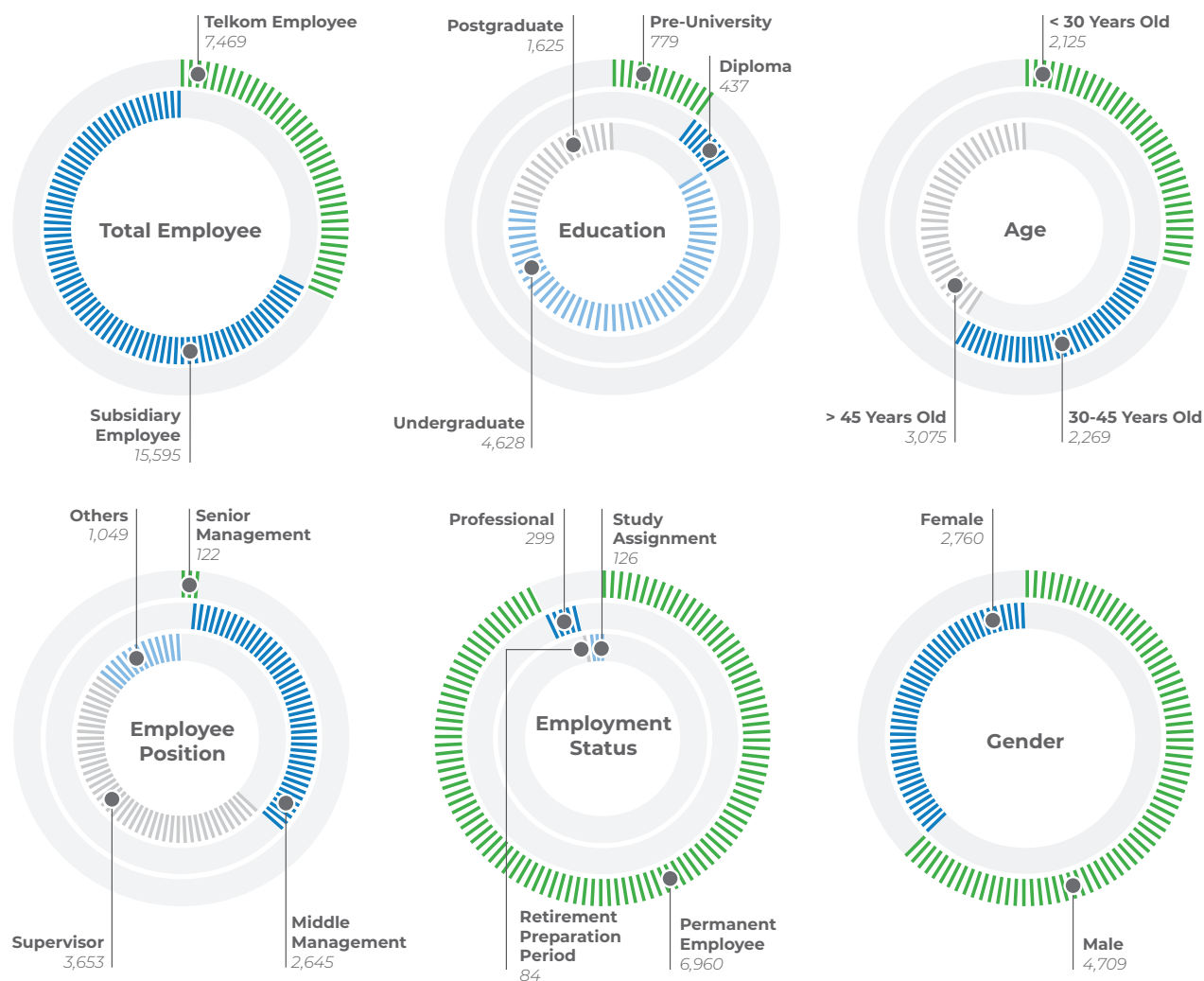


PROFILE OF TELKOM EMPLOYEES

Employees make a major contribution to the successful achievement of Company's vision and mission. For this reason, TelkomGroup encourages all its employees to have high agility in their work and carry out employee engagement to support the transition to a digital telecommunication company. TelkomGroup management always guarantees the creation of work environment that is professional, safe, comfortable, and without discrimination, so that all TelkomGroup employees can work wholeheartedly and carry out management directions well.



At the end of 2023, Telkom is recorded to have 23,064 employees, consisting of 7,469 employees from the parent company and 15,595 employees from subsidiaries. When compared to 2022, the number of TelkomGroup employees in 2023 decreased by 729 people or 3%. During 2023, Telkom did not release employees before retirement.

Number of Telkom and Subsidiaries Employees in the Last 3 Years

Description	2023	2022	2021
Telkom Employee	7,469	8,919	8,789
Subsidiary Employee	15,595	14,874	14,967
Total	23,064	23,793	23,756

NUMBER OF EMPLOYEES BASED ON EDUCATION LEVEL AND AGE DISTRIBUTION

At the end of 2023, the largest proportion of education level of TelkomGroup employees will be at undergraduate level, amounting to 68% or 15,624 people. The following table present TelkomGroup employee data based on education level, namely pre-university, diploma, undergraduate, and postgraduate from 2021 - 2023.

Number of Telkom and Subsidiary Employees Based on Education Level

Education Level	2023				2022		2021	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Pre-University	779	1,284	2,063	8.9	2,276	9.6	2,524	10.6
Diploma	437	1,742	2,179	9.5	2,492	10.5	2,651	11.2
Undergraduate	4,628	10,996	15,624	67.7	15,837	66.6	15,415	64.9
Postgraduate (Master and Doctorate)	1,625	1,573	3,198	13.9	3,188	13.4	3,166	13.3
Total	7,469	15,595	23,064	100.0	23,793	100.0	23,756	100.0

Next, a grouping of employees based on age is presented. As of the end of 2023, Telkom has 73.4% or 16,925 employees who are under 45 years old. When compared to the previous period, this number decreased by 1%.

Number of Telkom and Subsidiary Employees Based on Age

Age	2023				2022		2021	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
< 30 years	2,125	2,797	4,922	21.3	5,401	22.7	5,754	24.2
30 - 45 years	2,269	9,734	12,003	52.0	11,681	49.1	11,065	46.6
> 45 years	3,075	3,064	6,139	26.6	6,711	28.2	6,937	29.2
Total	7,469	15,595	23,064	100.0	23,793	100.0	23,756	100.0

NUMBER OF EMPLOYEES BY POSITION AND EMPLOYMENT STATUS

TelkomGroup has several positions, namely senior management, middle management, supervisor, and other position under supervisor. At the end of 2023, the highest number of employees of Telkom and its subsidiaries were at the supervisory level as many as 12,331 people, decreased by 2.38% or 301 employees compared to the previous period.

Number of Telkom and Subsidiary Employees Based on Position

Employee Position	2023				2022		2021	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Senior Management	122	185	307	1.3	322	1.4	319	1.4
Middle Management	2,645	3,510	6,155	26.7	6,209	26.1	6,039	25.4
Supervisor	3,653	8,678	12,331	53.5	12,632	53.1	12,213	51.4
Others	1,049	3,222	4,271	18.5	4,630	19.5	5,185	21.8
Total	7,469	15,595	23,064	100.0	23,793	100.0	23,756	100.0

Furthermore, in terms of employment status, as of December 31, 2023 TelkomGroup has 20,605 permanent employees or 89.34% of the total employees. Meanwhile, non-permanent employees are divided into 2 categories, namely Professional and Rehire, with total number of 2,459 people or by 10.66% of total employees.

Number of Telkom and Subsidiary Employees Based on Employment Status

Employment Status	2023				2022		2021	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Permanent Employee	6,960	13,402	20,362	88.3	20,869	87.7	20,829	87.7
Professional	299	2,136	2,435	10.6	2,531	10.7	2,585	10.9
Rehire	-	24	24	0.1	311	1.3	287	1.2
Retirement Preparation Period	84	26	110	0.5	58	0.2	33	0.1
Study Assignment	126	7	133	0.6	24	0.1	22	0.1
Total	7,469	15,595	23,064	100.0	23,793	100.0	23,756	100.0

GENDER EQUALITY ASSURANCE AND NUMBER OF EMPLOYEES BASED ON GENDER

TelkomGroup guarantees gender equality in its Company's operating environment, in line with Resolution of the Board of Directors PD.201.01/r.00/PS150/COP-B0400000.2014 dated May 6, 2014 regarding Business Ethics within TelkomGroup. At the end of 2023, TelkomGroup has 16,019 male employees and 7,045 female employees. Even though the number of male employees is greater, TelkomGroup does not have a policy to set quota for the number of employees based on gender or discriminate against one gender. However, based on the characteristics of the industry, the interest of men to work in the telecommunications sector is higher than women.

Number of Telkom and Subsidiary Employees Based on Gender

Gender	2023				2022		2021	
	Telkom	Subsidiary	Total	%	Total	%	Total	%
Male	4,709	11,310	16,019	69.5	16,654	70.0	16,847	70.9
Female	2,760	4,285	7,045	30.6	7,139	30.0	6,909	29.1
Total	7,469	15,595	23,064	100.0	23,793	100.0	23,756	100.0

The next table shows the seriousness of TelkomGroup in implementing gender equality in the work environment both men and women who have the capability and competence have the right to occupy any position in the Company. In the 2023 period, there are 37 women occupying Senior Management positions, 1,371 people occupying Middle Management positions, 3,712 people occupying supervisory positions, and 1,925 persons occupying other positions.

Number of Telkom and Subsidiary Employees Based on Position and Gender

Employee Position	Telkom			Subsidiary			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Senior Management	104	18	122	166	19	185	270	37	307
Middle Management	1,834	811	2,645	2,950	560	3,510	4,784	1,371	6,155
Supervisor	2,239	1,414	3,653	6,380	2,298	8,678	8,619	3,712	12,331
Others	532	517	1,049	1,814	1,408	3,222	2,346	1,925	4,271
Total	4,709	2,760	7,469	11,310	4,285	15,595	16,019	7,045	23,064