



49%



telkomtelstra

An award-winning, innovative
joint venture

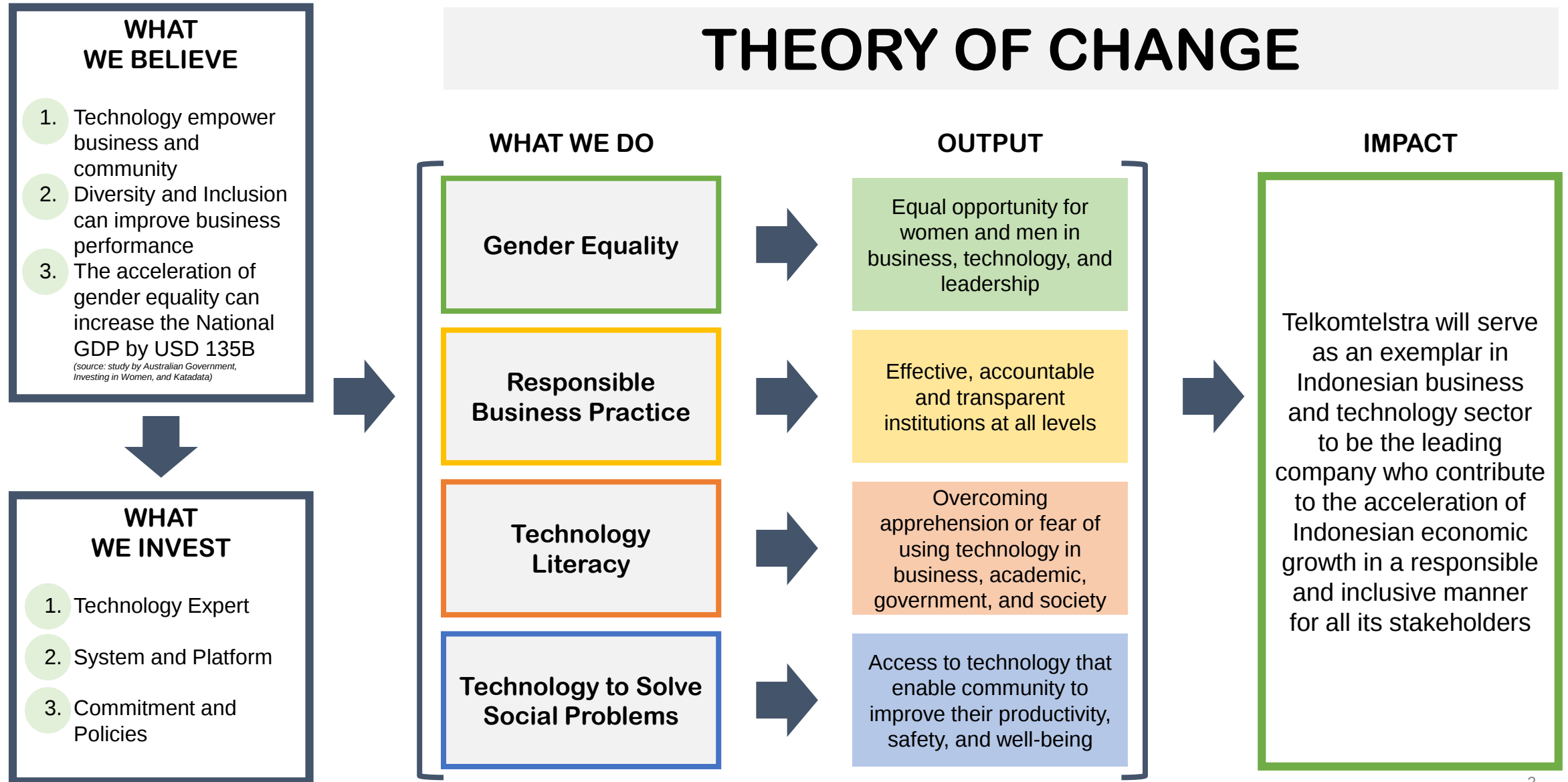
51%



- Australia's most valuable brand in 2016
- Australia's leading and largest telecommunications and technology company
- Approx. 36,000 employees
- International presence with approx. 3,000 employees based in 22 countries around the world
- 17.2 million mobile services, 7.0 million fixed voice services, 3.4 million retail fixed broadband services

- Indonesia Telecom Service Provider of the Year 2016
- Indonesia's leading and largest telecommunications and technology company
- Indonesia's best state-owned enterprise (non-financial) 2016
- Approx. 25,000 employees
- 152.6 million cellular subscribers, 103,289 unit cellular BTS, over 80,000 kilometers of fiber network in id-Ring, approximately 10 million homes-passed fibers.

WHY GENDER EQUALITY IS PART OF OUR BUSINESS STRATEGY?



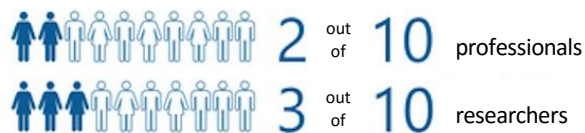
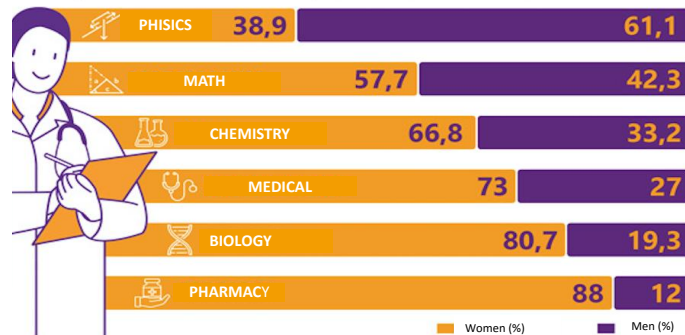
WOMEN IN BUSINESS: CHALLENGES IN THE SOCIETY

Women in STEM in Indonesia

In Indonesia, women participation in STEM sector is high. However, based on UNESCO, the participation in these sectors drop when they enter professional world.

WOMEN PARTICIPATION IN STEM

Students participation in STEM in Indonesia



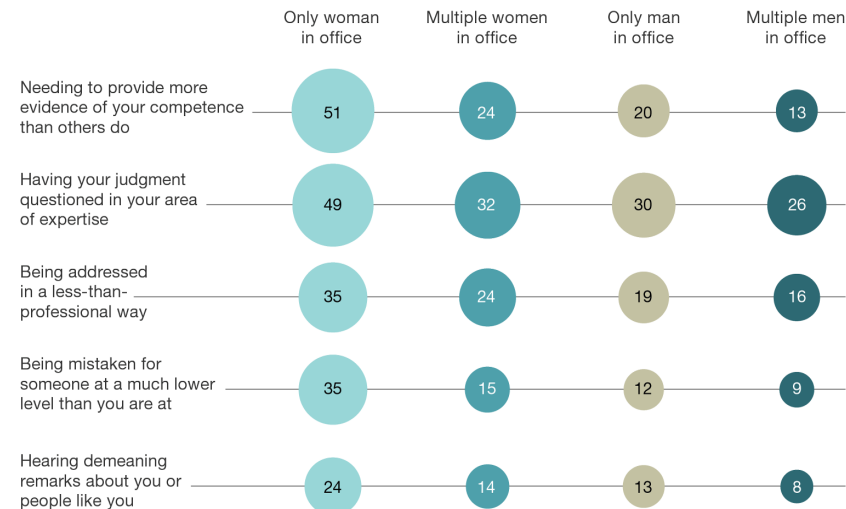
Source: INVESTING IN WOMEN katadata.co.id

Workplace Discrimination

Women tend to experience discrimination and inequality in the workplace than men

Women who are the only female at their management level are having a significantly worse experience than women who work with more women.

Employees who have experienced microaggressions during the normal course of business, %



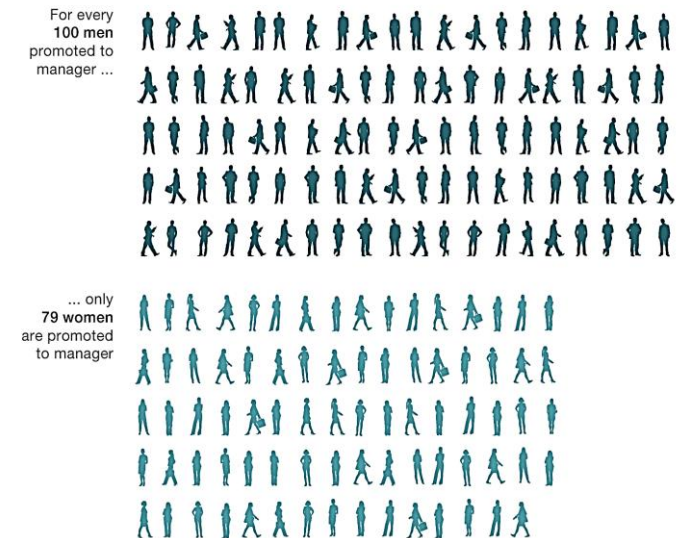
McKinsey&Company | Source: 2018 LeanIn.Org and McKinsey Women in the Workplace study

Workplace Promotion

Women tend to have more difficulties in getting promotion in the working place than men.

Men are more likely to be hired into manager-level jobs, and they are far more likely to be promoted into them.

Promotion rates by gender



McKinsey&Company | Source: 2018 LeanIn.Org and McKinsey Women in the Workplace study

WOMEN IN BUSINESS: CHALLENGES IN TELKOMTELSTRA

CHALLENGES WE FACE

- Only 20% women all over the world working in STEM industry or 1 women from 5 professional workers in STEM Industry
(Source: Microsoft Asia 2017)
- Only 37,4% women works in formal sector and only 30% of them work in STEM Industry
(Source: Statistics Indonesia or BPS February 2017)

IN 2016, TELKOMTELSTRA LAUNCHED PLEDGE FOR PARITY



Ensure female candidates presence when reviewing talent to fill leadership open position as much as possible



Increase women talent in area where women are still under-represented



Provide facilities for breastfeeding mother



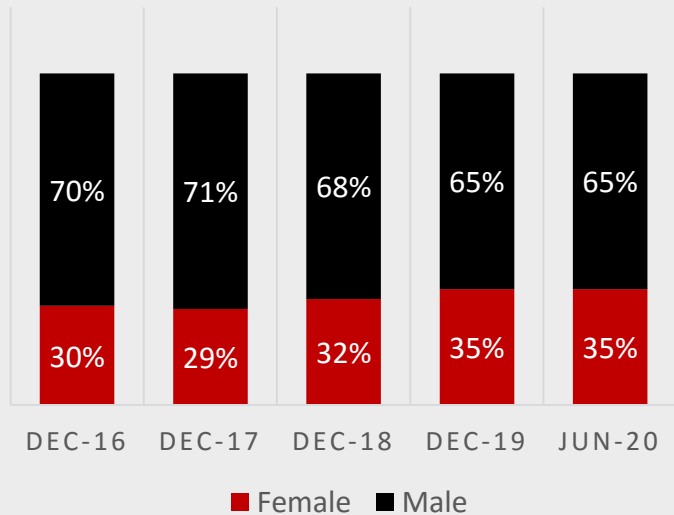
Provide Work Flexibility Option



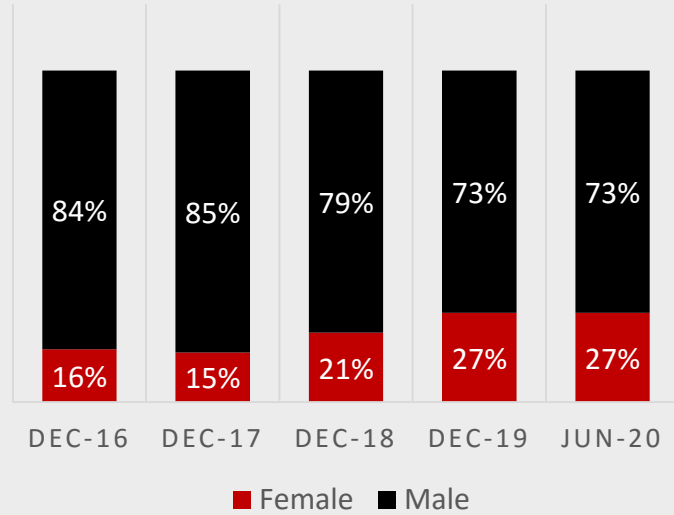
Provide opportunity to work from home for 2 weeks for a new father

WOMEN IN BUSINESS: CHALLENGES IN TELKOMTELSTRA

OVERALL

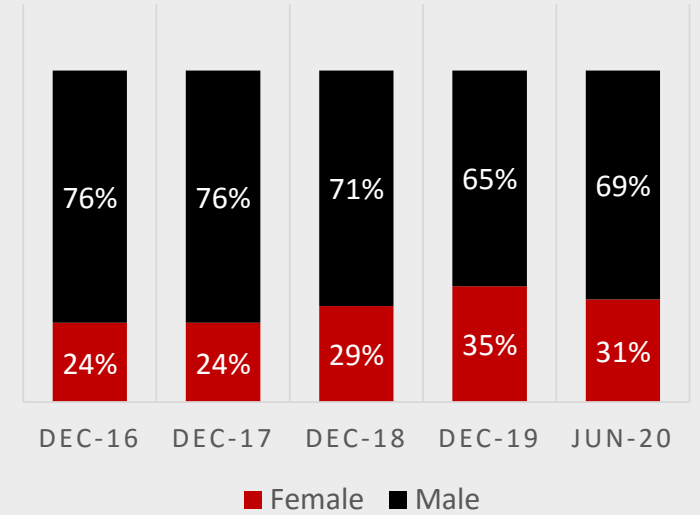


TECH



LEADERSHIP

Band I & II



Telkomtelstra Gender Diversity 2016-2020 Reports

- There is a growing trend for gender diversity in telkomtelstra since our pledge for parity in 2016, even though it is still very challenging to achieve our target of at least 30% of women representation in our company in all area and all level.
- We face major challenges in increasing women talent in the area where women are still under-represented, especially in the technical area and the leadership position.

TELKOMTELSTRA WOMEN EMPOWERMENT PROGRAMS



- 2016** Pledge for Parity Campaign
- 2016** International Women's Day (until now)
- 2016** Brilliant Connected Women (30 sessions until now)
- 2016** White Ribbon Campaign
- 2017** Mentoring session for female employees
- 2018** Indonesia Women Forum with CCAI

- 2018** Partnership with Komnas Perempuan
- 2018** Partnership with for Telkom University
- 2019** Member of IBCWE
- 2019** Signed Women Empowerment Principles with UN Women
- 2019** Youth Takeover
- 2020** Partnership with Society of Women Engineers

WOMEN IN BUSINESS: CREATING SHARED VALUE

Reconceiving Products & Market

Telkomtelstra actively supports the gender equality at the workplace by providing policies and business practices that promote gender diversity in the workplace, especially driving more participation for women in STEM by:

1. Ensuring female candidates' presence when reviewing talent for any opening in telkomtelstra
2. Leveling the playing field between man and women talent by implementing flexible working policies
3. Increase the talent pool for women in STEM by partnering with universities

Redefining Productivity in Value Chains

Telkomtelsta women empowerment programs have helped the company to create innovation around inclusive business, increasing employment, and quality productivity, including:

1. Develop women talent and expand their network through regular Brilliant Connected Women Program
2. Increase the interest of young talent to join the company by implementing youth takeover program, graduate development program, etc
3. The partnership with Indonesia Business Coalition for Women Empowerment has increase the effectiveness of telkomtelstra's diversity and inclusion program

Enabling Local Cluster Development

Telkomtelsta women empowerment programs have strengthened the link between company's success and community's success, including:

1. Providing opportunity for women talent to work in an inclusive environment
2. Contribute to the improvement of national GDP by providing job opportunities for women in STEM industry
3. Increase the opportunity for women who graduated from STEM area to work in STEM industry
4. Increase high quality of talent in telkomtelstra

BE THE MALE CHAMPION OF CHANGE

Companies simply cannot succeed in promoting diversity and inclusion, unless they make gender diversity an organization-wide initiative and men step up to take part.....

Men can become involved in five ways...

EXHIBIT 2 | Five Ways for Men to Get Involved

SUPPORT FLEXIBLE- WORK POLICIES

Take advantage of flexible-work arrangements, such as part-time work and parental leave.
Actively support others who take advantage of such arrangements.

Source: BCG analysis.

MODEL THE RIGHT BEHAVIORS

Make no assumptions about the challenges and roles that women may want to take on.
Be mindful of the messages you send, and speak up if you see something amiss.

COMMUNICATE FAIRLY

In meetings, ensure that everybody has sufficient opportunities to speak.
In evaluations, focus feedback on actions rather than personality traits.

SPONSOR A HIGH-POTENTIAL WOMAN

Actively support a woman in your organization to advance and develop, advocating for her at key inflection points in her career, such as a promotion or a transfer.

GET INVOLVED WITH COMPANY-SPECIFIC INITIATIVES

Participate in women's initiatives within your organization: for example, attend a recruiting or affiliation event and support initiatives via social media.

BE THE MALE CHAMPION OF CHANGE

