An award-winning, innovative joint venture

- 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.
WHAT WE BELIEVE
1. Technology empower business and community
2. Diversity and Inclusion can improve business performance
3. The acceleration of gender equality can increase the National GDP by USD 135B (source: study by Australian Government, Investing in Women, and Katadata)

WHY GENDER EQUALITY IS PART OF OUR BUSINESS STRATEGY?

WHAT WE DO
- Gender Equality
- Responsible Business Practice
- Technology Literacy
- Technology to Solve Social Problems

OUTPUT
- Equal opportunity for women and men in business, technology, and leadership
- Effective, accountable and transparent institutions at all levels
- Overcoming apprehension or fear of using technology in business, academic, government, and society
- Access to technology that enable community to improve their productivity, safety, and well-being

IMPACT
TelkomTelstra will serve as an exemplar in Indonesian business and technology sector to be the leading company who contribute to the acceleration of Indonesian economic growth in a responsible and inclusive manner for all its stakeholders.

THEORY OF CHANGE
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.

<table>
<thead>
<tr>
<th>STEM</th>
<th>Women Participation (%)</th>
<th>Men Participation (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physics</td>
<td>38.9</td>
<td>61.1</td>
</tr>
<tr>
<td>Math</td>
<td>57.7</td>
<td>42.3</td>
</tr>
<tr>
<td>Chemistry</td>
<td>66.8</td>
<td>33.2</td>
</tr>
<tr>
<td>Medical</td>
<td>73</td>
<td>27</td>
</tr>
<tr>
<td>Biology</td>
<td>80.7</td>
<td>19.3</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>88</td>
<td>12</td>
</tr>
</tbody>
</table>

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.

- Needing to provide more evidence of your competence than others:
  - Only woman in office: 51%
  - Multiple women in office: 24%
  - Only man in office: 20%
  - Multiple men in office: 19%

- Having your judgment questioned in your area of expertise:
  - Only woman in office: 49%
  - Multiple women in office: 32%
  - Only man in office: 30%
  - Multiple men in office: 26%

- Being addressed in a less-than-professional way:
  - Only woman in office: 35%
  - Multiple women in office: 24%
  - Only man in office: 19%
  - Multiple men in office: 19%

- Being mistaken for someone at a much lower level than you are at:
  - Only woman in office: 35%
  - Multiple women in office: 19%
  - Only man in office: 12%
  - Multiple men in office: 12%

- Hearing demeaning remarks about you or people like you:
  - Only woman in office: 24%
  - Multiple women in office: 16%
  - Only man in office: 13%
  - Multiple men in office: 9%


Workplace Promotion

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

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.
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
<table>
<thead>
<tr>
<th>Reconceiving Products &amp; Market</th>
</tr>
</thead>
<tbody>
<tr>
<td>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:</td>
</tr>
<tr>
<td>1. Ensuring female candidates' presence when reviewing talent for any opening in Telkomtelstra</td>
</tr>
<tr>
<td>2. Leveling the playing field between man and women talent by implementing flexible working policies</td>
</tr>
<tr>
<td>3. Increase the talent pool for women in STEM by partnering with universities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Redefining Productivity in Value Chains</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telkomtelstra women empowerment programs have helped the company to create innovation around inclusive business, increasing employment, and quality productivity, including:</td>
</tr>
<tr>
<td>1. Develop women talent and expand their network through regular Brilliant Connected Women Program</td>
</tr>
<tr>
<td>2. Increase the interest of young talent to join the company by implementing youth takeover program, graduate development program, etc</td>
</tr>
<tr>
<td>3. The partnership with Indonesia Business Coalition for Women Empowerment has increased the effectiveness of Telkomtelstra’s diversity and inclusion program</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enabling Local Cluster Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telkomtelstra women empowerment programs have strengthened the link between company’s success and community’s success, including:</td>
</tr>
<tr>
<td>1. Providing opportunity for women talent to work in an inclusive environment</td>
</tr>
<tr>
<td>2. Contribute to the improvement of national GDP by providing job opportunities for women in STEM industry</td>
</tr>
<tr>
<td>3. Increase the opportunity for women who graduated from STEM area to work in STEM industry</td>
</tr>
<tr>
<td>4. Increase high quality of talent in Telkomtelstra</td>
</tr>
</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>SUPPORT FLEXIBLE-WORK POLICIES</th>
<th>MODEL THE RIGHT BEHAVIORS</th>
<th>COMMUNICATE FAIRLY</th>
<th>SPONSOR A HIGH-POTENTIAL WOMAN</th>
<th>GET INVOLVED WITH COMPANY-SPECIFIC INITIATIVES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take advantage of flexible-work arrangements, such as part-time work and parental leave. Actively support others who take advantage of such arrangements.</td>
<td>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.</td>
<td>In meetings, ensure that everybody has sufficient opportunities to speak. In evaluations, focus feedback on actions rather than personality traits.</td>
<td>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.</td>
<td>Participate in women’s initiatives within your organization: for example, attend a recruiting or affiliation event and support initiatives via social media.</td>
</tr>
</tbody>
</table>

*Source: BCG analysis.*

BE THE MALE CHAMPION OF CHANGE

INTERNAL ACTIVITIES

- Actively Participate and Become a speaker in BCW
- Become a mentor and join the upcoming speed mentoring
- Actively participate in telkomtelstra engagement with IBCWE
- Promote diversity and inclusion in daily basis
- Empowering your team in daily basis
- Respect each other and understand that people have different needs

Promote diversity and inclusion in daily basis

Respect each other and understand that people have different needs