

## Employee Demographics by Employment Status and Gender

Employment Status	2020				2019				2018				2017			
	M	F	Total	(%)	M	F	Total	(%)	M	F	Total	(%)	M	F	Total	(%)
Permanent	6,064	5,077	11,141	99.26	6,150	5,069	11,219	96.33	5,649	4,506	10,155	85.99	4,921	3,859	8,780	84.75
Contract	57	26	83	0.74	193	235	428	3.67	816	839	1,655	14.01	876	704	1,580	15.25
<b>Number Without Outsource Employees</b>	<b>6,121</b>	<b>5,103</b>	<b>11,224</b>	<b>100</b>	<b>6,343</b>	<b>5,304</b>	<b>11,647</b>	<b>100.00</b>	<b>6,465</b>	<b>5,345</b>	<b>11,810</b>	<b>100.00</b>	<b>5,797</b>	<b>4,563</b>	<b>10,360</b>	<b>100.00</b>

M=Male/F=Female

## Employee Demographics by Working Period and Gender

Range of Work Period	2020				2019				2018				2017			
	M	F	Total	(%)	M	F	Total	(%)	M	F	Total	(%)	M	F	Total	(%)
> 30 years	116	67	183	1.63	127	42	169	1.45	96	25	121	1.02	55	21	76	0.73
25 – 30 years	291	230	521	4.64	369	251	620	5.32	355	253	608	5.15	425	235	660	6.37
20 – 25 years	709	135	844	7.52	765	194	959	8.23	788	234	1,022	8.65	651	276	927	8.95
15 – 20 years	0	66	66	0.59	-	-	-	0.00	148	21	169	1.43	372	46	418	4.03
10 – 15 years	294	373	667	5.94	232	345	577	4.95	129	275	404	3.42	27	223	250	2.41
5 – 10 years	2,120	1,976	4,096	36.49	1,562	1,882	3,444	29.57	1,158	1,672	2,830	23.96	925	1,360	2,285	22.06
0 – 5 years	2,591	2,256	4,847	43.18	3,288	2,590	5,878	50.47	3,791	2,865	6,656	56.36	3,342	2,402	5,744	55.44
<b>Total</b>	<b>6,121</b>	<b>5,103</b>	<b>11,224</b>	<b>100</b>	<b>6,343</b>	<b>5,304</b>	<b>11,647</b>	<b>100.00</b>	<b>6,465</b>	<b>5,345</b>	<b>11,810</b>	<b>100.00</b>	<b>5,797</b>	<b>4,563</b>	<b>10,360</b>	<b>100.00</b>

M=Male/F=Female

## Supply Chain (GRI 102-9)

In running business operations, the Company cooperates with suppliers/vendors due to the Company cannot internally fulfill its needs, both goods and services.

The Company was committed to cooperating with local suppliers, which in this report were suppliers who were geographically domiciled in Indonesia. If the needs for goods and services could not be met by local suppliers, or for certain reasons / considerations, the Company would partner with foreign suppliers, namely those who were geographically domiciled outside Indonesia. (GRI 103-1)

The Company's commitment to prioritizing local / national suppliers was in accordance with the Circular of the Minister of SOEs Number SE-10 / MBU / 08/2020 dated August 26, 2020 concerning Increasing the Role of Micro, Small and Medium Enterprises in the Procurement of Goods and Services in State-Owned Enterprises. In addition, it was also in line with the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-08 / MBU / 12/2019 concerning General Guidelines for the Implementation of Procurement of Goods and Services for State-Owned Enterprises.

Prior to the issuance of this new regulation, the Company referred to the Regulation of the Minister for State-Owned Enterprises of the Republic of Indonesia Number PER-15 / MBU / 2012 concerning Amendments to the Regulation of the Minister for State-Owned Enterprises Number PER-05 / MBU / 2008 concerning General Guidelines for the Implementation of Goods Procurement and Services for State-Owned Enterprises. As a State-Owned Enterprise (BUMN), the Company was a user of good and services, which in Article 2 was required to comply with the following provisions, "Users of goods and services prioritized the use of domestic production, design and national engineering, as well as expansion of opportunities for small businesses, as long as the quality, price, and objectives could be accounted for." (GRI 103-2)

In accordance with the aforementioned regulations, in the procurement of goods and services, the Company was based on the principles of efficiency, effectiveness, competition, transparency, fairness, openness and accountability. Meanwhile, in managing outsourcing, the Company complied with Bank Indonesia Regulation (PBI) Number 13/25/2011, dated December 9, 2011, regarding the Submission of Part of the Work Implementation to Other Parties, the Company did not outsource core activities to other parties. (GRI 103-3, 204-1)