

# Pengelolaan Sumber Daya Manusia

## Human Capital Management

Human Capital merupakan salah satu faktor untuk mendukung keberlanjutan perusahaan. Pada tahun 2023, strategi dan pengembangan human capital PT INTI (Persero) diselaraskan dengan kebutuhan bisnis Perseroan yaitu melatih dan mengembangkan karyawan sejalan dengan kebutuhan dan pembenahan sistem manajemen human capital untuk menunjang terciptanya iklim kerja yang kondusif bagi peningkatan produktivitas.

Dengan adanya perubahan pada manajemen PT INTI (Persero), selain menerapkan *Core Values* AKHLAK, Perusahaan pun membangun karakter organisasi yang disebut dengan Jargon INTI yaitu Luruskan Niat, Terus Semangat, Jadi Bermanfaat, yang pertama kali digaungkan oleh Direktur Utama PT INTI (Persero) Edi Witjara, pada momen Temu Millenials INTI, 13 Juli 2022.

*Human Capital is one of the factors to support company sustainability. In 2023, PT INTI (Persero)'s strategy and development of human capital were aligned with the Company's business needs, namely training and developing employees in line with the requirements and improvement of the human capital management system to support the creation of a conducive working climate for increased productivity.*

*With the changes in the management of PT INTI (Persero), in addition to implementing the AKHLAK Core Values, the Company has also built an organizational character called the INTI Jargon, namely Straighten Intentions, Keep Enthusiastic, Be Beneficial, which was first echoed by the President Director of PT INTI (Persero) Edi Witjara, during the INTI Millenials Gathering, July 13, 2022.*



## Kesetaraan Gender dan Kesempatan Bekerja

*Gender Equality and Employment Opportunity*

### Prinsip Kesetaraan

PT INTI (Persero) percaya bahwa keragaman Insan PT INTI (Persero) merupakan faktor penting bagi keberhasilan Perseroan. Oleh karena itu, Perseroan berusaha untuk memperoleh, membina, dan mempertahankan orang-orang yang memiliki kompetensi. Promosi jabatan di Perseroan pun didasarkan pada kemampuan dan kinerja.

Perseroan berkomitmen sepenuhnya untuk memberikan kesempatan kerja yang sama serta mematuhi peraturan perundang-undangan yang terkait dengan praktik ketenagakerjaan yang adil dan tanpa diskriminasi.

### Kesetaraan Gender

Kebijakan non-diskriminasi menjadi Insan PT INTI (Persero) yang memiliki kesempatan sama dan setara dalam berkarir. Pada tahun 2023, Jumlah Karyawan perempuan meningkat dari tahun sebelumnya menjadi 34% dibanding dengan Karyawan Laki laki.

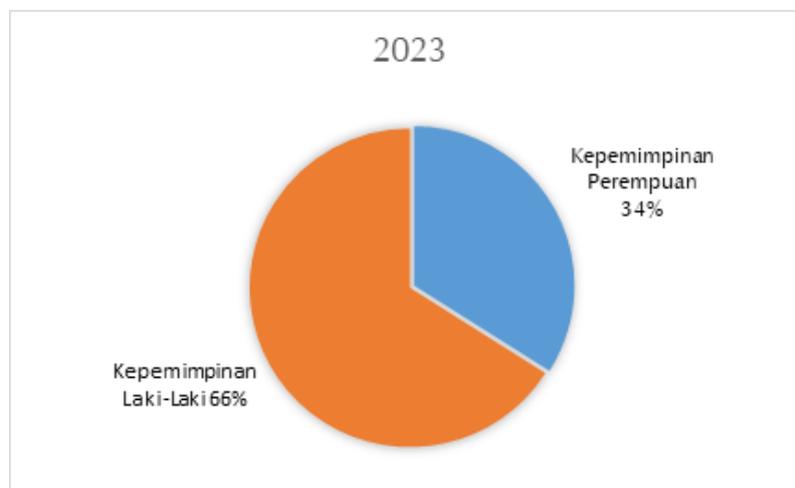
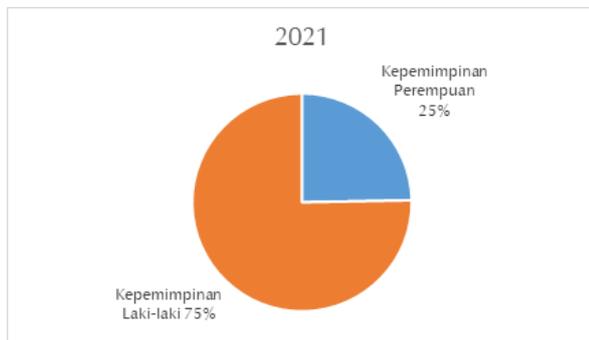
### Equality Principle

*PT INTI believes that human diversity PT INTI (Persero) is important factors for Company's success. Therefore, Company try to obtain, guiding, and maintain people that have competencies. Promotion in Company is based on ability and performance.*

*Company fully committed to providing equal employment opportunity and complying with laws and regulations related to fair employment practice and non-discrimination.*

### Gender Equality

*Non-discrimination policy so that PT INTI (Persero) employees have equal and equal opportunities in their careers. In 2023, the number of female employees will increase from the previous year to 34% compared to male employees.*



### Tabel Komposisi Karyawan Berdasarkan Rentang Usia

Table of Employee Composition by Age Range

| Rentang Usia<br>Age Range | 2022         |                  |            | 2023         |                  |            |
|---------------------------|--------------|------------------|------------|--------------|------------------|------------|
|                           | Pria<br>Male | Wanita<br>Female | Total      | Pria<br>Male | Wanita<br>Female | Total      |
| 21-25                     | 6            | 8                | 6          | 3            | 5                | 8          |
| 26-30                     | 18           | 15               | 18         | 11           | 9                | 20         |
| 31-35                     | 33           | 25               | 33         | 25           | 16               | 41         |
| 36-40                     | 16           | 6                | 16         | 17           | 18               | 35         |
| 41-45                     | 4            | 0                | 4          | 10           | 0                | 10         |
| 46-50                     | 3            | 1                | 3          | 3            | 0                | 3          |
| >50                       | 62           | 8                | 70         | 37           | 7                | 44         |
| <b>Total</b>              | <b>144</b>   | <b>59</b>        | <b>203</b> | <b>163</b>   | <b>64</b>        | <b>261</b> |

## Kesempatan Kerja dan Tingkat Perputaran Pegawai

### Job Opportunities and Employee Turnover

Rekrutmen dilakukan secara terbuka sesuai dengan kebutuhan dan kualifikasi yang diperlukan. Pada tahun 2023, Perseroan menerapkan strategi *negative growth* sehingga perputaran karyawan sangat mempertimbangkan faktor produktivitas dan posisi kunci yang dibutuhkan oleh Perseroan.

Pada tahun 2023, terdapat peningkatan turn over karyawan. Namun demikian, Perusahaan melakukan rekrutasi karyawan untuk posisi *experience hired* sejumlah sembilan orang. Hal tersebut menunjukkan bahwa Perseroan telah berusaha untuk menambah kapasitas karyawan melalui metode *negative growth*, yang sangat mempertimbangkan aspek produktivitas karyawan.

Selama tahun 2023, Perusahaan telah berhasil menyelenggarakan empat episode Webinar INTI yang diisi oleh narasumber internal dan eksternal.

Karyawan PT INTI (Persero) juga memperoleh Pengakuan dan Penghargaan, melalui berbagai pengakuan yang didapat secara individu, maupun penghargaan yang didapatkan oleh Perseroan atas kinerja Karyawan.

Selain itu, Karyawan Perusahaan pun mendapatkan kesempatan belajar di PT INTI (Persero), melalui pelatihan, sertifikasi, maupun pendidikan lanjutan, baik di dalam maupun di luar negeri. Lalu, Karyawan PT INTI (Persero) juga memiliki kesempatan pengembangan karir melalui jalur *fast track*, di mana seluruh karyawan, baik pria maupun wanita memiliki kesempatan yang luas dan sama untuk terlibat dalam jalur pengembangan karir tersebut.

*Recruitment is carried out openly according to the needs and qualifications required. In 2023, the Company will implement a negative growth strategy so that employee turnover considers productivity factors and key positions needed by the Company.*

*In 2023, there is an increase in employee turnover. However, the Company recruited nine employees for experienced hired positions. This shows that the Company has been trying to increase employee capacity through the harmful growth method, which considers employee productivity.*

*During 2023, the Company has successfully held four episodes of INTI Webinars filled with internal and external speakers.*

*Employees of PT INTI (Persero) also receive Recognition and Awards through various recognitions received individually, as well as awards obtained by the Company for employee performance.*

*Apart from that, Company employees also have the opportunity to study at PT INTI (Persero), through training, certification and further education, both at home and abroad. Then, PT INTI (Persero) employees also have the opportunity to develop careers through the fast track route, where all employees, both men and women, have broad and equal opportunities to be involved in this career development pathway.*

## Keselamatan, Kesehatan Kerja dan Lingkungan, Serta Layanan Medis

*Occupational Safety, Health and Environment, and Medical Services*

Selaras dengan peraturan perundang-undangan yang berlaku dan kepatuhan terhadap peraturan pemerintah, terkait dengan Kesehatan dan Keselamatan Kerja (K3), maka PT INTI (Persero) berkomitmen untuk menerapkan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) dalam setiap proses bisnis Perseroan.

Sejak tahun 2010, PT INTI sudah menjalankan SMK3 dengan tujuan untuk mewujudkan lingkungan kerja yang aman, nyaman, sehat, dan produktif. Bagi PT INTI (Persero), partisipasi semua pihak dalam mengoptimalkan pelaksanaan budaya K3 merupakan kunci untuk menciptakan lingkungan kerja yang aman, nyaman, sehat, dan produktif serta berusaha menekan terjadinya kecelakaan kerja (*Zero Accident*) dan penyakit akibat kerja (PAK).

Implementasi SMK3 di PT INTI (Persero) mengacu pada Peraturan Pemerintah Nomor 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja serta ISO 45001:2018 tentang Sistem Manajemen Keamanan dan Kesehatan Kerja. Terkait pelaksanaannya, PT INTI (Persero) telah menjalani serangkaian audit oleh auditor eksternal yaitu PT Sucofindo (Persero) yang memberikan hasil penilaian bahwa SMK3 PT INTI (Persero) Berpredikat Kategori Bendera Emas.

Selanjutnya, sebagai wujud komitmen dan konsistensi PT INTI (Persero) dalam menerapkan SMK3 itu, PT INTI (Persero) pun telah meraih Penghargaan Kecelakaan Nihil (*Zero Accident*) dari Kementerian Tenaga Kerja dan Transmigrasi Republik Indonesia sejak tahun 2010 hingga tahun 2023.

Beberapa program kerja yang telah dijalankan antara lain:

1. Pembekalan K3 pada karyawan baru untuk menyiapkan mental dan kompetensi dasar kesehatan dan keselamatan kerja di Perseroan.
2. Pelatihan bagi karyawan dan karyawan anggota Tim Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) serta Tim Tanggap Darurat Bencana (TDB) mengenai K3 dan Pertolongan Pertama pada Kecelakaan (P3K) secara periodik.
3. Simulasi Tanggap Darurat Bencana setiap tahun untuk membekali seluruh penghuni gedung agar siap dan tanggap terhadap bencana yang sewaktu-waktu dapat terjadi.

*In line with the prevailing laws and regulations and compliance with government regulations related to Occupational Health and Safety, PT INTI (Persero) is committed to implementing the Occupational Health and Safety Management System in every business process of the Company.*

*Since 2010, PT INTI has implemented the Occupational Health and Safety Management System with the aim of creating a safe, comfortable, healthy, and productive work environment. For PT INTI (Persero), the participation of all parties in optimizing the implementation of the Occupational Health and Safety Management System culture is the key to creating a safe, comfortable, healthy, and productive work environment and trying to reduce the occurrence of work accidents (Zero Accidents) and work-related diseases.*

*The implementation of the Occupational Health and Safety Management System at PT INTI (Persero) refers to Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems and ISO 45001:2018 concerning Occupational Safety and Health Management Systems. Regarding its implementation, PT INTI (Persero) has undergone a series of audits by an external auditor, namely PT Sucofindo (Persero), which resulted in an assessment that PT INTI (Persero)'s the Occupational Health and Safety Management System was predicated in the Gold Flag Category.*

*Furthermore, as a form of commitment and consistency of PT INTI (Persero) in implementing the Occupational Health and Safety Management System, PT INTI (Persero) has also won the Zero Accident Award from the Ministry of Manpower and Transmigration of the Republic of Indonesia from 2010 to 2023.*

*Several of the work programs that have been carried out include:*

1. *Provision of OHS for new employees to prepare mental and basic competencies for occupational health and safety in the Company.*
2. *Periodic training for employees and members of the Occupational Safety and Health Committee and Disaster Emergency Response Team regarding OHS and First Aid in Accidents.*
3. *Disaster Emergency Response Simulation every year to equip all building occupants to be ready and responsive to disasters that can occur at any time.*

- Inspeksi K3 secara periodik untuk memastikan kondisi aman dalam bekerja
- Pertemuan rutin Tim P2K3 untuk membahas dan mengevaluasi program kerja SMK3 yang telah direncanakan.

- Periodic OHS inspections to ensure safe working conditions*
- Regular meeting of the the Occupational Safety and Health Committee Team to discuss and evaluate the planned work program of OHS Management System.*

## Keikutsertaan dalam Program Badan Penyelenggaraan Jaminan Sosial Kesehatan

PT INTI (Persero) telah mengikuti program asuransi Badan Penyelenggaraan Jaminan Sosial (BPJS) Kesehatan sejak 1 Januari 2014 sesuai dengan amanah Undang-Undang Dasar 1945, Undang-Undang Nomor 40 Tahun 2004 tentang Sistem Jaminan Sosial Nasional, dan Undang-Undang Nomor 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial.

PT INTI (Persero) telah mengikutsertakan Direksi dan Karyawan Perseroan, termasuk keluarganya pada Program BPJS Kesehatan.

Peserta BPJS Kesehatan PT INTI (Persero) Tahun 2023.

## Participation in the Social Security Administration Health Program

*PT INTI (Persero) has participated in the Health Social Security Administration Agency insurance program since January 1, 2014, in accordance with the mandate of the 1945 Constitution, Law Number 40 of 2004 concerning the National Social Security System, and Law Number 24 of 2014. 2011 concerning the Social Security Administrator.*

*PT INTI (Persero) has included the Directors and Employees of the Company, including their families, in the Health Social Security Administration Agency Program.*

*PT INTI (Persero) Health Social Security Administration Agency Participants in 2023.*

| Peserta<br><i>Participant</i>  | Jumlah<br><i>Amount</i> | Total luran Tahun 2023<br><i>Total Dues for 2023</i><br>(Rp) |
|--|-------------------------|--|
| Direksi<br><i>The Board of Directors</i>   | 3                       | 21.600.000   |
| Keluarga Direksi<br><i>Family of the Board of Directors</i>                              | 12                      |  |
| Karyawan Tetap dan Karyawan Kontrak<br><i>Permanent Employees and Contract Employees</i> | 151                     | 924.559.629  |
| Keluarga Karyawan<br><i>Employee Family</i>  | 176                     |  |

## Pengembangan Kompetensi

### Competency Development

Tantangan bisnis dan perkembangan teknologi menuntut penyesuaian dan peningkatan kompetensi secara berkelanjutan sehingga karyawan harus selalu dikembangkan agar memiliki kompetensi unggul di bidang kepemimpinan ataupun teknis sesuai arah bisnis Perseroan.

Perseroan juga memastikan bahwa kompetensi kunci perlu dipelajari dan dimiliki oleh karyawan agar hasil pembelajaran dapat membawa kontribusi bagi Perseroan.

*Business challenges and technological developments require continuous adjustment and improvement of competence so that employees must always be developed so that they have superior competencies in leadership or technical fields according to the Company's business direction.*

*The Company also ensures that key competencies need to be learned and possessed by employees so that learning outcomes can contribute to the Company.*

Pada tahun 2023, Perseroan telah merealisasikan sebesar 49,67% anggaran biaya seminar dan pelatihan, khususnya melalui sertifikasi.

*In 2023, the Company realized 49,67% of the seminar and training budget, especially through certification.*

Berikut merupakan pengembangan karyawan selama tahun 2023 berdasarkan Jenis Pengembangan.

*The following is employee development for 2023 based on the Type of Development.*

| No.                           | Jenis Pengembangan SDM<br><i>Types of HR Development</i> | 2022         | 2023       |
|-------------------------------|--|--------------|------------|
| 1                             | Knowledge Sharing  | 1.115        | 269        |
| 2                             | Pelatihan<br><i>Training (Inhouse &amp; Public)</i>      | 65           | 247        |
| 3                             | Seminar/Forum  | 140          | 2          |
| 4                             | Sertifikasi<br><i>Certification</i>                      | 22           | 25         |
| 5                             | Workshop   | 57           | 71         |
| <b>Jumlah</b><br><i>Total</i> |  | <b>1.514</b> | <b>614</b> |

Selanjutnya, pada tahun 2023, Perseroan berfokus pada peningkatan kompetensi bidang-bidang kunci yang dapat mendukung peningkatan performansi Perseroan, salah satunya melalui sertifikasi di bidang *electrical, quality management, project management, dan finance*.

*Furthermore, in 2023, the Company focuses on increasing the competence of key areas that can support the improvement of the Company's performance, one of which is through certification in the fields of electrical, quality management, telecommunication, project management, and finance.*

| No. | Nama Pengembangan SDM<br><i>Name of HR Development</i> | Jenis Pengembangan SDM<br><i>Type of HR Development</i> | Tanggal Mulai<br><i>Start Date</i> | Tanggal Selesai<br><i>End Date</i> | Jenis Kompetensi<br><i>Type Competence</i> | Jumlah<br><i>Total</i> |
|-----|--|---|------------------------------------|------------------------------------|--|------------------------|
| 1   | SUPERVISOR SENIOR PEMELIHARAAN PLTS                    | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 2   | SUPERVISOR SENIOR PENGOPERASIAN PLTS                   | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 3   | SUPERVISOR PENGOPERASIAN PLTS                          | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 4                      |
| 4   | SUPERVISOR JUNIOR BANG & SANG PLTS                     | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 5   | SUPERVISOR JUNIOR PEMELIHARAAN PLTS                    | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 3                      |
| 6   | PELAKSANA SR PEMELIHARAAN PERALATAN PLTS               | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 3                      |
| 7   | OPERATOR SENIOR LOKAL UNIT PLTS                        | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 8   | PELAKSANA SENIOR BANG&SANG LISTRIK PLTS                | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |

|    |  |                                     |           |           |                    |    |
|----|--|-------------------------------------|-----------|-----------|--------------------|----|
| 9  | PENGETAHUAN DASAR DI BIDANG DANA PENSIUN | Sertifikasi<br><i>Certification</i> | 1/13/2023 | 1/13/2023 | Finance            | 1  |
| 10 | TRAINING PRODUKSI LAPTOP TAHAP 3         | Pelatihan<br><i>Training</i>        | 2/2/2023  | 2/2/2023  | Product Knowledge  | 17 |
| 11 | TRAINING PRODUKSI LAPTOP TAHAP 4         | Pelatihan<br><i>Training</i>        | 2/3/2023  | 2/3/2023  | Product Knowledge  | 18 |
| 12 | SUPERVISOR PENGOPERASIAN PLTS            | Sertifikasi<br><i>Certification</i> | 2/1/2023  | 2/1/2023  | Electrical         | 1  |
| 13 | SUPERVISOR PENGOPERASIAN PLTS            | Sertifikasi<br><i>Certification</i> | 2/6/2023  | 2/6/2023  | Electrical         | 1  |
| 14 | TRAINING PRODUKSI LAPTOP TAHAP 5         | Pelatihan<br><i>Training</i>        | 2/7/2023  | 2/7/2023  | Product Knowledge  | 12 |
| 15 | PRAKTEK ASSEMBLY INTIBOOK                | Workshop                            | 2/8/2023  | 2/8/2023  | Production         | 20 |
| 16 | INTRODUCTION TO PM & CAPM                | Knowlegde Sharing                   | 2/17/2023 | 2/17/2023 | Project Management | 53 |
| 17 | MAN RISIKO DANA PENSIUN LEVEL UTAMA      | Sertifikasi<br><i>Certification</i> | 3/2/2023  | 3/2/2023  | Finance            | 1  |
| 18 | TR.TESTING & REPAIR OERLIKON S. LANJUTAN | Pelatihan<br><i>Training</i>        | 2/13/2023 | 3/3/2023  | Repair             | 4  |
| 19 | TRAINING TKDN & PROSES SERTIFIKASI TKDN  | Knowlegde Sharing                   | 3/15/2023 | 3/15/2023 | Product Knowledge  | 14 |
| 20 | TRAINING TKDN TAHAP 2                    | Knowlegde Sharing                   | 3/20/2023 | 3/20/2023 | Product Knowledge  | 15 |
| 21 | TRAINING PRODUKSI CCTV & ACCESS POINT    | Pelatihan<br><i>Training</i>        | 3/31/2023 | 3/31/2023 | Product Knowledge  | 22 |
| 22 | TRAINING PRODUKSI CCTV & ACCESS POINT 2  | Pelatihan<br><i>Training</i>        | 4/11/2023 | 4/11/2023 | Product Knowledge  | 17 |
| 23 | PEND. & TRAINING AHLI KEPABEANAN (PPJK)  | Pelatihan<br><i>Training</i>        | 11/7/2022 | 2/1/2023  | Logistic           | 1  |
| 24 | TRAINING PRODUKSI CCTV & ACCESS POINT 3  | Pelatihan<br><i>Training</i>        | 5/2/2023  | 5/2/2023  | Product Knowledge  | 9  |
| 25 | TRAINING PRODUKSI CCTV & ACCESS POINT 4  | Pelatihan<br><i>Training</i>        | 5/3/2023  | 5/5/2023  | Product Knowledge  | 12 |
| 26 | PRAKTEK CCTV & ACCESS POINT              | Workshop                            | 5/8/2023  | 5/8/2023  | Product Knowledge  | 19 |
| 27 | PRAKTEK CCTV & ACCESS POINT TAHAP 2      | Workshop                            | 5/9/2023  | 5/10/2023 | Product Knowledge  | 21 |
| 28 | AUDITOR SMK3                             | Sertifikasi<br><i>Certification</i> | 5/13/2023 | 5/20/2023 | Quality Management | 1  |
| 29 | TRAINING PRODUKSI PJU                    | Pelatihan<br><i>Training</i>        | 5/30/2023 | 5/30/2023 | Product Knowledge  | 8  |
| 30 | PENDIDIKAN KHUSUS PROFESI ADVOKAT        | Pelatihan<br><i>Training</i>        | 5/3/2023  | 5/19/2023 | Business Law       | 1  |
| 31 | TRAINING PRODUKSI PJU 2                  | Pelatihan<br><i>Training</i>        | 6/5/2023  | 6/5/2023  | Product Knowledge  | 9  |



|              |  |                           |            |            |                                      |            |
|--------------|--|---------------------------|------------|------------|--------------------------------------|------------|
| 32           | COMMUNICATION IN DIGITAL WORLD         | Forum                     | 05/05/2023 | 06/05/2023 | Corporate Communication              | 2          |
| 33           | OBD : PENGENALAN LINGKUNGAN PERUSAHAAN | Pelatihan Training        | 12/06/2023 | 12/06/2023 | Business Process                     | 2          |
| 34           | GELADI RESIK TKDN PRODUKSI PJU 1       | Pelatihan Training        | 16/06/2023 | 16/06/2023 | Product Knowledge                    | 7          |
| 35           | GELADI RESIK TKDN PRODUKSI PJU 2       | Pelatihan Training        | 19/06/2023 | 19/06/2023 | Product Knowledge                    | 8          |
| 36           | VERIFIKASI TKDN PRODUKSI PJU           | Workshop                  | 6/22/2023  | 6/22/2023  | Product Knowledge                    | 11         |
| 37           | MENGENAL PENGASUHAN B. NEUROPARENTING  | Knowledge Sharing         | 6/21/2023  | 6/21/2023  | Mental Health                        | 63         |
| 38           | ONBOARDING BKO SALES & MARKETING       | Pelatihan Training        | 03/07/2023 | 03/07/2023 | Marketing & Sales                    | 20         |
| 39           | TRAINING SMART METER                   | Pelatihan Training        | 12/07/2023 | 7/13/2023  | Product Knowledge                    | 21         |
| 40           | RISIKO KES PEKERJA & POLA HIDUP SEHAT  | Knowledge Sharing         | 21/07/2023 | 7/21/2023  | Physical Health                      | 54         |
| 41           | GLOBAL PRO & BUSINESS TRANSFORMATION   | Knowledge Sharing         | 7/27/2023  | 7/27/2023  | Leadership of Change                 | 2          |
| 42           | PELUIT INTEGRITAS BATCH 3              | Pelatihan Training        | 8/22/2023  | 8/24/2023  | Audit Management                     | 2          |
| 43           | JUNIOR WEB DEVELOPER                   | Sertifikasi Certification | 8/7/2023   | 8/9/2023   | Information System                   | 1          |
| 44           | INTI FRIDAY FUN GAMES                  | Pelatihan Training        | 9/1/2023   | 9/1/2023   | Physical Health                      | 39         |
| 45           | OPERATOR K3 FORKLIFT KELAS 2           | Sertifikasi Certification | 8/8/2023   | 8/10/2023  | Occupational Health and Safety (OHS) | 1          |
| 46           | JUNIOR MOBILE PROGRAMMER               | Sertifikasi Certification | 10/16/2023 | 10/18/2023 | Information System                   | 1          |
| 47           | TRAINING BASIC ACCOUNT MANAGER         | Pelatihan Training        | 6/11/2023  | 8/11/2023  | Account Management / Planning        | 9          |
| 48           | PETUGAS PERAN KEBAKARAN KELAS D        | Sertifikasi Certification | 6/11/2023  | 9/11/2023  | Occupational Health and Safety (OHS) | 1          |
| 49           | UNLOCKING CUSTOMER EXPERIENCE INSIGHTS | Knowledge Sharing         | 15/11/2023 | 15/11/2023 | Marketing Research                   | 1          |
| 50           | CERTIFIED RISK MANAGEMENT OFFICER      | Sertifikasi Certification | 20/11/2023 | 22/11/2023 | Risk Management                      | 1          |
| 51           | ASSEMBLY METER LISTRIK (SMART METER)   | Pelatihan Training        | 12/12/2023 | 12/15/2023 | Product Knowledge                    | 9          |
| 52           | PRODUCT KNOWLEDGE TRAINING             | Knowledge Sharing         | 12/12/2023 | 12/12/2023 | Product Knowledge                    | 17         |
| 53           | GCG & ANTI KORUPSI                     | Knowledge Sharing         | 12/19/2023 | 12/19/2023 | GCG Knowledge                        | 50         |
| <b>Total</b> |  |                           |            |            |                                      | <b>614</b> |

## Manajemen Pengetahuan

### Knowledge Management

Pada tahun 2023, PT INTI (Persero) telah menyelenggarakan 16 episode Webinar INTI yang diisi oleh pemateri internal dan eksternal. Hal ini sangat mendukung proses pengembangan kompetensi karyawan yang ditunjukkan dengan peningkatan jumlah karyawan yang terlibat dalam pengembangan sumber daya manusia (SDM).

*In 2023, PT INTI (Persero) successfully has held 16 episodes of INTI Webinars filled with internal and external speakers. This greatly supports the employee competency development process, as indicated by the increase in the number of employees involved in human resource development (HR).*

## Sistem Manajemen Unjuk Kerja

### Performance Management System

PT INTI (Persero) telah melaksanakan performance appraisal 360 derajat kepada seluruh karyawan. Selain itu, setiap tiga bulan sekali, dilakukan pengukuran kinerja karyawan melalui Sasaran Kinerja Individu (SKI).

*PT INTI (Persero) has conducted a 360-degree performance appraisal of all employees. In addition, every three months, employee performance is measured through Individual Performance Targets.*

## Kompetensi Pegawai

### Employee Competence

PT INTI (Persero) menjadikan kompetensi sebagai salah satu pertimbangan dalam melaksanakan program pengembangan Sumber Daya Manusia (SDM). Selain itu, Perseroan juga memastikan strategi bisnis Perseroan dapat dilaksanakan sesuai dengan target, melalui tersedianya talenta-talenta yang menjadi suksesi posisi kunci Perseroan.

*PT INTI (Persero) makes competence one of the considerations in implementing Human Resources (HR) development programs. In addition, the Company also ensures that the Company's business strategy can be implemented in accordance with the target through the availability of talents who become the successor of key positions of the Company.*

Untuk memastikan hal tersebut, Perseroan melakukan metode pengukuran kompetensi melalui metode *assessment center*, khususnya untuk posisi Direksi Anak Perusahaan.

*To ensure this, the Company conducts a competency measurement method through the assessment center method, especially for the positions of the Board of Directors of Subsidiaries.*



## Remunerasi

### Remuneration

Perseroan memberikan imbalan atas pekerjaan yang dilakukan oleh seluruh karyawan. Remunerasi yang diberikan kepada karyawan berdasarkan pada 3P yaitu Person sesuai dengan kompetensi masing-masing karyawan dalam klasifikasi masing-masing *Band*, *Position* sesuai dengan jabatan yang disandanginya, dan *Performance* yaitu kontribusi atau kinerja yang dicapai dalam tahun berjalan.

*The Company provides compensation for the work done by all employees. The remuneration given to employees is based on the 3Ps, namely Person in accordance with the competence of each employee in their Band, Position according to the position they hold, and Performance, namely the contribution or performance achieved in the current year.*

Dalam menetapkan kebijakan remunerasi, PT INTI (Persero) menggunakan pertimbangan internal dan eksternal

*In the setting of the remuneration policy, PT INTI (Persero) uses the Company's internal and external considerations, such as*

perusahaan seperti kondisi Perseroan, rencana jangka panjang perusahaan, dan lingkungan bisnis. Remunerasi yang diberikan berupa kompensasi bulanan, kompensasi tahunan, dan fasilitas bagi karyawan sesuai band dan jabatan masing-masing.

*the Company's condition, the Company's long-term plans, and the business environment. The remuneration provided is in the form of monthly compensation, annual compensation, and facilities for employees according to their respective bands and positions.*

## Hubungan Industrial

### *Industrial Relations*

Perseroan berkomitmen untuk memelihara Hubungan Industrial sebagai sebuah sistem hubungan kerja yang baik, dengan tujuan untuk memastikan terwujudnya dan terpenuhinya perlindungan terhadap kepentingan, hak, serta kewajiban semua pihak sesuai peraturan dan perundang-undangan yang berlaku.

Perseroan senantiasa menempatkan Serikat Pekerja sebagai mitra dalam membangun dan memelihara hubungan industrial yang harmonis di lingkungan kerja melalui komunikasi secara berkala dan berkesinambungan.

Dalam rangka menjalin hubungan yang harmonis antara manajemen dan karyawan maupun antar sesama karyawan, Perseroan bersama dengan Serikat Pekerja INTI (SEJATI) telah menyepakati Perjanjian Kerja Bersama (PKB) sesuai dengan amanat Undang-undang Nomor 13 tahun 2003 tentang Ketenagakerjaan yang ditinjau setiap 2 (dua) tahun.

Perusahaan bersama Serikat Pekerja secara berkala melakukan pertemuan baik formal maupun informal dalam upaya membangun dan menjaga komunikasi yang lebih baik. Sepanjang tahun 2023, Perseroan dan Serikat Pekerja telah melakukan beberapa kali pertemuan formal. Melalui serangkaian pertemuan tersebut, diharapkan tercipta hubungan industrial yang harmonis sehingga dapat terbangun lingkungan kerja yang sehat dan konstruktif.

*The Company is committed to maintaining Industrial Relations as a good working relationship system, with the aim of ensuring the realization and fulfillment of the protection of the interests, rights, and obligations of all parties in accordance with the applicable laws and regulations.*

*The Company always places the Labor Union as a partner in building and maintaining harmonious industrial relations in the work environment through regular and continuous communication.*

*In order to establish a harmonious relationship between management and employees as well as among employees, the Company together with the INTI Workers Union or Serikat Pekerja INTI (SEJATI) have agreed on a Collective Labor Agreement in accordance with the mandate of Law Number 13 of 2003 concerning Manpower which is reviewed every 2 (two) years.*

*The Company and the Labor Union regularly hold formal and informal meetings in an effort to build and maintain better communication. Throughout 2023, the Company and the Labor Union have held several formal meetings. Through this series of meetings, it is hoped that harmonious industrial relations will be created so that a healthy and constructive work environment can be developed.*

## Sinergi Manajemen dan Serikat Pekerja

### *Synergy of Management and Labor Union*

PT INTI (Persero) menempatkan karyawan sebagai mitra strategis bagi keberlanjutan usaha. PT INTI (Persero) menjamin kebebasan karyawan untuk berserikat, yang merefleksikan kepatuhan Perseroan atas Undang-undang Nomor 21 Tahun 2000 tentang Serikat Pekerja atau Serikat Buruh serta *International Labour Organization Convention 87* yang menjamin kebebasan semua pekerja untuk masuk dalam organisasi pekerja yang dikelola secara profesional sebagai sarana penghubung antar Pekerja dan Perusahaan untuk menciptakan hubungan industrial yang harmonis dan saling

*PT INTI (Persero) places employees as strategic partners for business sustainability. PT INTI (Persero) guarantees the freedom of employees to associate, which reflects the Company's compliance with Law Number 21 of 2000 concerning Trade Unions or Labor Unions and the International Labor Organization Convention 87 which guarantees the freedom of all workers to join professionally managed worker organizations as a means of liaison between Employees and the Company to create harmonious industrial relations and mutually beneficial to all parties.*

menguntungkan semua pihak.

PT INTI (Persero) memiliki 1 (satu) Serikat Pekerja yang bernama Serikat Pekerja INTI (SEJATI). Untuk menjembatani kepentingan Perseroan dan kepentingan Karyawan, terutama terkait Sumber Daya Manusia (SDM), Perseroan dan SEJATI menyusun Perjanjian Kerja Bersama (PKB) setiap dua tahun dan didaftarkan ke Dinas Tenaga Kerja dan Transmigrasi. PKB berisi tentang hal-hal yang terkait dengan kesejahteraan karyawan yang mengikat pada kedua belah pihak.

Perseroan menerapkan prinsip non-diskriminasi yang ketat dan konsisten dalam pengelolaan SDM. Perseroan memiliki kebijakan rekrutasi, penilaian kinerja, remunerasi, dan pengembangan karir yang profesional tanpa membedakan suku, agama, ras, golongan, gender, dan kondisi fisik.

*PT INTI (Persero) has 1 (one) Labor Union named the INTI Workers Union or Serikat Pekerja INTI (SEJATI). To bridge the interests of the Company and the interests of the Employees, especially regarding Human Resources, the Company and SEJATI draw up the Collective Labor Agreement every two years and register it with the Manpower and Transmigration Office. Collective Labor Agreement contains matters related to employee welfare that are binding on both parties.*

*The Company applies strict and consistent principles of non-discrimination in Human Resource management. The company has a policy of recruitment, performance appraisal, remuneration, and professional career development regardless of ethnicity, religion, race, class, gender, and physical condition.*

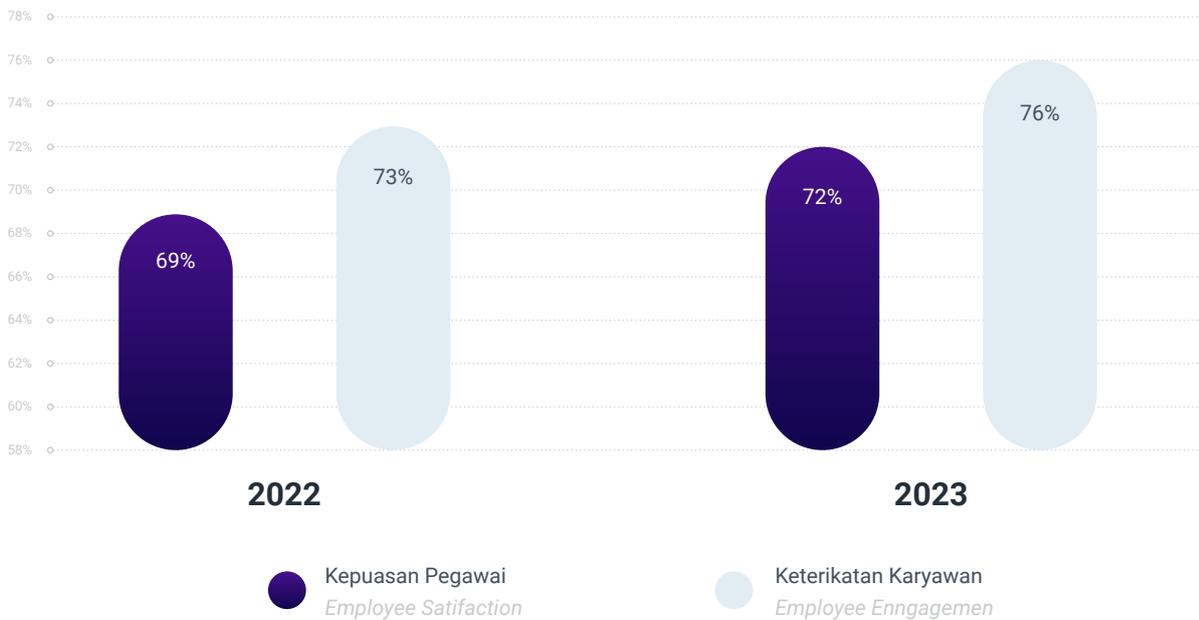
## Keterikatan dan Kepuasan Pegawai

*Employee Engagement and Satisfaction*

Pada tahun 2023, indeks kepuasan karyawan menunjukkan kenaikan dari tahun sebelumnya menjadi sebesar 72%. Selain itu, terjadi peningkatan pula pada indeks keterikatan karyawan dari tahun sebelumnya menjadi 76%.

*In 2023, the employee satisfaction index shows a decrease from the previous year to 72%. In addition, there was an increase in the employee engagement index from the previous year to 76%.*

**Indeks Kepuasan dan Keterikatan Pegawai**  
*Employee Satisfaction and Engagement Index*



## Produktivitas Pegawai

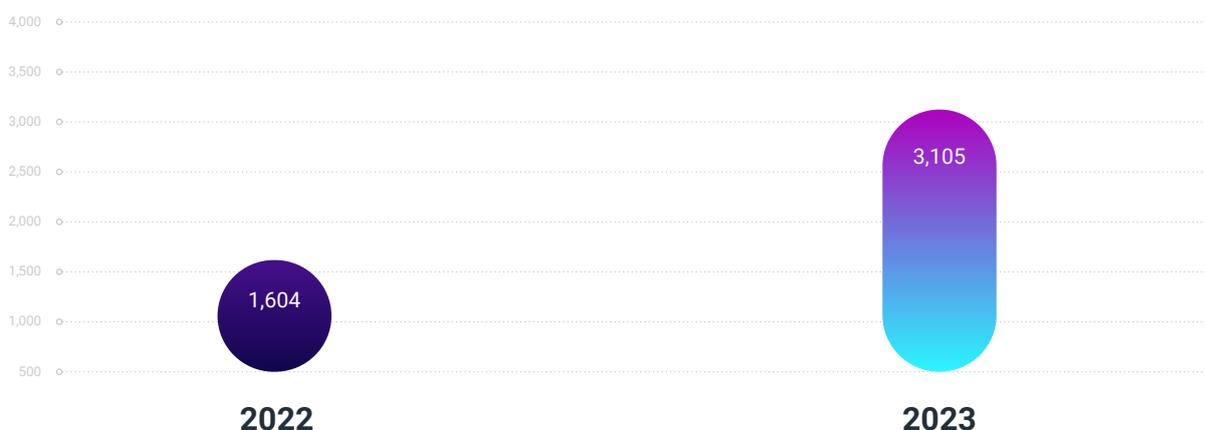
### Employee Productivity

Sumber daya manusia merupakan elemen yang paling strategis di dalam organisasi, maka peningkatan produktivitas kerja merupakan fokus bagi Perseroan setiap tahunnya. Pada tahun 2023, PT INTI (Persero) mengalami peningkatan produktivitas karyawan, dari Rp1.604 juta per karyawan, menjadi Rp3.105 juta per karyawan.

Human resources are the most strategic element in the organization, so increasing work productivity is a focus for the Company every year. In 2023, PT INTI (Persero) has experienced an increase in employee productivity, from Rp1,604 million per employee to Rp3,105 million per employee.

#### Produktivitas Karyawan (Rp. juta)

Employee Productivity (Rp. million)



## Mekanisme Pengaduan Masalah Ketenagakerjaan

### Employment Problem Complaint Mechanism

Apabila terdapat keluhan kesah yang dialami oleh karyawan dalam pelaksanaan pekerjaan, maka karyawan PT INTI (Persero) berhak mengajukan keluhan kesahnya secara berjenjang kepada Atasan Langsung, sesuai dengan Perjanjian Kerja Bersama 2021-2023.

Karyawan dapat menyampaikan keluhan kesah atau pernyataan ketidakpuasan terhadap setiap tindakan dan/atau kebijakan Perseroan yang terkait dengan hubungan kerja, syarat-syarat kerja, dan/atau peraturan kerja.

Setiap atasan atau wakil Perseroan harus memperhatikan secara penuh atas pengaduan karyawan atau bawahannya dan berupaya untuk menyelesaikan secara tuntas sesuai dengan ketentuan yang berlaku.

Adapun Tata Cara Pengaduan dan Penyelesaian Keluh Kesah dapat dilakukan secara berjenjang, dengan mekanisme berikut:

If there are complaints raised by employees in carrying out their work, PT INTI (Persero) employees have the right to submit their complaints in stages to their Direct Superiors, in accordance with the 2021-2023 Collective Labor Agreement.

Employees can submit complaints or statements of dissatisfaction with any actions and/or Company policies related to employment relations, working conditions and/or work regulations.

Every supervisor or representative of the Company must pay full attention to complaints from employees/subordinates and try to resolve them completely in accordance with applicable regulations.

The Procedure for Complaints and Complaints Resolution can be carried out in stages, with the following mechanisms:

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Penyelesaian keluhan kesah karyawan dibicarakan dan diselesaikan secara lisan atau tulisan dengan Atasan Langsung karyawan.</li> <li>2. Atasan Langsung harus merespon dan memberikan jawaban tertulis atas penyelesaian keluhan kesah yang disampaikan, jika keluhan kesah tersebut didapatkan penyelesaian, maka para pihak harus segera melaksanakan hasil penyelesaian tersebut.</li> <li>3. Apabila penyelesaian belum memuaskan, karyawan dapat menyampaikan keluhan kesahnya secara tertulis ke Atasan Lebih Tinggi.</li> <li>4. Atasan yang Lebih Tinggi harus menjawab secara tertulis atas penyelesaian keluhan kesah disampaikan, jika atas keluhan kesah tersebut didapatkan penyelesaian, maka para pihak harus melaksanakan hasil penyelesaian tersebut.</li> <li>5. Apabila penyelesaian belum juga memuaskan, karyawan dapat menyampaikan keluhan kesahnya secara tertulis kepada Serikat Pekerja dengan melampirkan bukti penyampaian keluhan kesah untuk diselesaikan secara musyawarah dengan perusahaan.</li> <li>6. Jika musyawarah dicapai suatu kesepakatan, maka sejak tercapainya kesepakatan para pihak harus melaksanakan keputusan yang telah disepakati.</li> <li>7. Jika musyawarah tidak dapat menyelesaikan keluhan kesah, maka selanjutnya dapat diselesaikan sesuai dengan ketentuan yang berlaku di dalam penyelesaian perselisihan hubungan industrial.</li> </ol> | <ol style="list-style-type: none"> <li>1. Settlement of employee complaints is discussed and resolved orally or in writing with the employee's Direct Supervisor.</li> <li>2. The Direct Supervisor must respond and provide a written answer to the settlement of the complaint submitted, if the complaint is resolved, then the parties must immediately implement the results of the settlement.</li> <li>3. If the settlement is not satisfactory, the employee can submit his complaint in writing to the Higher Superior.</li> <li>4. The Higher Superior must answer in writing for the settlement of the complaint submitted, if the complaint is resolved, then the parties must carry out the results of the settlement.</li> <li>5. If the settlement is not yet satisfactory, the employee can submit his complaint in writing to the Labor Union by attaching proof of the submission of the complaint to be resolved by deliberation with the Company.</li> <li>6. If an agreement is reached by deliberation, then since the agreement is reached, the parties must implement the agreed decision.</li> <li>7. If the deliberation cannot resolve the complaint, then it can then be resolved in accordance with the applicable provisions in the settlement of industrial relations disputes.</li> </ol> |
|--|---|

PT INTI (Persero) membentuk Lembaga Kerja Sama Bipartit yang berfungsi sebagai forum komunikasi, konsultasi, dan musyawarah mengenai hal ketenagakerjaan di Perseroan yang pembentukannya didasarkan atas peraturan perundang-undangan yang berlaku.

*PT INTI (Persero) established a Bipartite Cooperation Institution which serves as a forum for communication, consultation and deliberation on labor matters in the Company whose establishment is based on the prevailing laws and regulations.*



# Demografi Karyawan

## Employee Demography

Sumber daya manusia diyakini merupakan aset utama yang dibutuhkan untuk menjabarkan strategi dan melaksanakan misi dalam rangka mewujudkan visi Perseroan. Dengan visi Perseroan untuk berperan Menjadi Perusahaan Teknologi Terpercaya dengan Cakupan Industri yang Luas dan Berkualitas, Perseroan membutuhkan tenaga kerja dengan tingkat kompetensi dan motivasi berprestasi yang tinggi.

Dalam upaya penyediaan sumber daya manusia terhadap kebutuhan bisnis, sebagaimana tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023, Perseroan terus melanjutkan program pengembangan sumber daya manusia secara efektif baik bagi peningkatan hard competences maupun *soft competence* yang pada akhirnya dapat berujung pada peningkatan produktivitas setiap individu karyawan.

Pengembangan kompetensi menuju peningkatan produktivitas ini juga didorong secara bersamaan dengan implementasi sistem remunerasi berbasis kinerja atau Pay for Performances yang merupakan satu komponen remunerasi karyawan di samping Pay for Person dan Pay for Position.

Pada tahun 2023, jumlah tenaga kerja Perseroan tercatat sebanyak 161 orang atau berkurang 25.82% dibanding tahun sebelumnya, yang terdiri atas Direksi, Dewan Komisaris, Staf Dewan Komisaris, Karyawan Tetap, karyawan yang dikontrak melalui Perjanjian Kerja Waktu Tertentu (PKWT), dan Karyawan Entitas Anak.

*Human resources are believed to be the main assets needed to outline strategies and carry out missions to realize the Company's vision. With the Company's vision to Becoming a Trusted Technology Company with a Wide and Quality Industry Coverage, the Company requires a workforce with a high level of competence and achievement motivation.*

*To provide human resources for business needs, as stated in the Company Work Plan and Budget 2023, the Company continues to develop human resource development programs effectively, both to increase hard competences and soft competencies, which in the end can lead to an increase in the productivity of each employee.*

*Competency development towards increasing productivity is also driven simultaneously with implementing a performance-based remuneration system or Pay for Performances, a component of employee remuneration in addition to Pay for Person and Pay for Position.*

*In 2023, the Company's workforce was recorded at 161 people or a decrease of 25.82% compared to the previous year, consisting of the Board of Directors, Board of Commissioners, Staff of the Board of Commissioners, Permanent Employees, employees who are contracted through a Specific Time Work Agreement, and Employees of Subsidiaries.*

**Tabel Komposisi Karyawan Berdasarkan Status Kepegawaian**

*Table of Employee Composition Based on Employment Status*

| Status Kepegawaian<br><i>Employment Status</i>  | 2023                |                         |            | 2022                |                         |            |
|---|---------------------|-------------------------|------------|---------------------|-------------------------|------------|
|   | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      |
| Karyawan Tetap<br><i>Permanent Employees</i>  | 74                  | 38                      | 112        | 113                 | 45                      | 158        |
| Karyawan Tidak Tetap<br><i>Temporary Employees</i>  | 23                  | 16                      | 39         | 31                  | 14                      | 45         |
| Direksi, Dewan Komisaris, dan Staff Dewan Komisaris<br><i>Temporary Employees Board of Directors, Board of Commissioners, and Staff of Board of Commissioners</i> | 9                   | 1                       | 10         | 9                   | 1                       | 10         |
| <b>Total</b>  | <b>106</b>          | <b>55</b>               | <b>161</b> | <b>153</b>          | <b>60</b>               | <b>213</b> |

Sementara itu, berdasarkan usia karyawan, Perseroan terus mempertahankan karyawan di rentang usia di bawah usia 40 tahun, yang memiliki etos kerja tinggi, inovatif, dan produktif. Hal ini ditunjukkan dengan dominasi karyawan di bawah 40 tahun yang persentasenya mencapai 64.6%. Komposisi karyawan berdasarkan usia adalah sebagai berikut:

Meanwhile, based on the age of employees, the Company continues to retain employees under 40 who have a high work ethic and are innovative and productive. This is indicated by the dominance of employees under 40, whose percentage reaches 64.6%. The composition of employees by age is as follows:

**Tabel Komposisi Karyawan Berdasarkan Rentang Usia**

*Table of Employee Composition by Age Range*

| Rentang Usia<br><i>Age Range</i> | 2023                |                         |            | 2022                |                         |            |
|----------------------------------|---------------------|-------------------------|------------|---------------------|-------------------------|------------|
|                                  | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      |
| 21-25                            | 3                   | 5                       | 8          | 8                   | 5                       | 13         |
| 26-30                            | 11                  | 9                       | 20         | 13                  | 14                      | 27         |
| 31-35                            | 25                  | 16                      | 41         | 37                  | 18                      | 55         |
| 36-40                            | 17                  | 17                      | 34         | 17                  | 14                      | 31         |
| 41-45                            | 10                  | 0                       | 10         | 6                   | 0                       | 6          |
| 46-50                            | 1                   | 0                       | 1          | 1                   | 0                       | 1          |
| >50                              | 30                  | 7                       | 37         | 62                  | 8                       | 70         |
| <b>Total</b>                     | <b>106</b>          | <b>55</b>               | <b>151</b> | <b>144</b>          | <b>59</b>               | <b>203</b> |

Sebaran tingkat pendidikan pada tahun 2023 adalah sebagai berikut :

*The distribution of education levels in 2023 is as follows:*

**Tabel Komposisi Karyawan Berdasarkan Tingkat Pendidikan**

*Table of Employee Composition by Education Level*

| Pendidikan<br><i>Education</i>                     | 2023                |                         |            | 2022                |                         |            |
|--|---------------------|-------------------------|------------|---------------------|-------------------------|------------|
|  | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      |
| Sekolah Menengah Atas<br><i>Senior High School</i> | 10                  | 5                       | 15         | 29                  | 6                       | 35         |
| Diploma  | 11                  | 4                       | 15         | 18                  | 4                       | 22         |
| Strata-1/Diploma-4<br><i>Bachelor</i>              | 68                  | 43                      | 129        | 83                  | 46                      | 129        |
| Strata-2<br><i>Postgraduate</i>                    | 8                   | 2                       | 16         | 13                  | 3                       | 16         |
| Strata-3<br><i>Doctoral</i>                        | 0                   | 0                       | 0          | 1                   | 0                       | 1          |
| <b>Total</b>                                       | <b>97</b>           | <b>54</b>               | <b>151</b> | <b>144</b>          | <b>59</b>               | <b>203</b> |

Komposisi karyawan berdasarkan level jabatan pada tahun 2023 adalah sebagai berikut:

The composition of employees based on position level in 2023 is as follows:

**Tabel Komposisi Karyawan Berdasarkan Level Jabatan**

*Table of Employee Composition by Position Level*

| Level Jabatan<br><i>Position Level</i> | 2023                |                         |            | 2022                |                         |            |
|--|---------------------|-------------------------|------------|---------------------|-------------------------|------------|
|  | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      |
| Band 6                                 | 1                   | 1                       | 2          | 0                   | 0                       | 0          |
| Band 5                                 | 12                  | 1                       | 13         | 15                  | 1                       | 16         |
| Band 4                                 | 36                  | 24                      | 60         | 44                  | 23                      | 67         |
| Band 3                                 | 34                  | 14                      | 48         | 57                  | 19                      | 76         |
| Band 2                                 | 14                  | 13                      | 27         | 28                  | 15                      | 43         |
| Band 1                                 | 0                   | 1                       | 1          | 0                   | 1                       | 1          |
| <b>Total</b>                           | <b>97</b>           | <b>54</b>               | <b>151</b> | <b>144</b>          | <b>59</b>               | <b>203</b> |

Komposisi karyawan berdasarkan jabatan pada tahun 2023 adalah sebagai berikut:

The composition of employees by position in 2023 is as follows:

**Tabel Komposisi Karyawan Berdasarkan Jabatan**

*Table of Employee Composition by Position*

| Jabatan<br><i>Position</i>         | 2023                |                         |            | 2022                |                         |            |
|------------------------------------|---------------------|-------------------------|------------|---------------------|-------------------------|------------|
|                                    | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      | Pria<br><i>Male</i> | Wanita<br><i>Female</i> | Total      |
| Senior Vice President              | 0                   | 1                       | 1          | 0                   | 0                       | 0          |
| Executive General Manager          | 2                   | 0                       | 2          | 0                   | 0                       | 0          |
| Deputy Executive General Manager   | 3                   | 0                       | 3          | 0                   | 0                       | 0          |
| Vice President                     | 2                   | 2                       | 4          | 10                  | 1                       | 11         |
| Manager                            | 17                  | 8                       | 22         | 25                  | 17                      | 42         |
| Keahlian<br><i>Skill</i>           | 33                  | 16                      | 49         | 20                  | 5                       | 24         |
| Proyek<br><i>Project</i>           | 3                   | 2                       | 5          | 5                   | 2                       | 7          |
| Staf                               | 37                  | 23                      | 60         | 77                  | 30                      | 106        |
| Tidak Aktif*<br><i>Not Active*</i> | 0                   | 2                       | 2          | 7                   | 4                       | 11         |
| <b>Total</b>                       | <b>97</b>           | <b>54</b>               | <b>151</b> | <b>144</b>          | <b>59</b>               | <b>203</b> |

\***Tidak Aktif** : Karyawan berstatus Masa Persiapan Pensiun (MPP), Karyawan berstatus Cuti di Luar Tanggungan Perusahaan (CLTP), dan Karyawan yang Mengikuti Program Dirumahkan.

\**Not Active*: Employees with Retirement Preparation Period status, Employees with Unpaid Leave status, and Employees Participating in Temporary Paid Leave.

# Program Pelatihan dan Pengembangan Kompetensi Karyawan

## Employee Competency Training and Development Program

Dalam menunjang pencapaian target-target Perseroan serta meningkatkan kesesuaian kapasitas dan kapabilitas karyawan dengan kebutuhan bisnis Perusahaan dan kompetensi karyawan, Perseroan menyelenggarakan beberapa program *inhouse training* dan *public training*, serta sertifikasi yang telah dan sedang dilaksanakan.

Tantangan bisnis dan perkembangan teknologi menuntut penyesuaian dan peningkatan kompetensi secara berkelanjutan sehingga karyawan harus selalu dikembangkan agar memiliki kompetensi unggul di bidang kepemimpinan ataupun teknis sesuai arah bisnis Perseroan.

Perseroan juga memastikan bahwa kompetensi kunci dipelajari dan dimiliki oleh karyawan agar hasil pembelajaran dapat membawa kontribusi yang bagi Perseroan. Pada tahun 2023, Perseroan mengalokasikan biaya sertifikasi, seminar dan pelatihan sebesar Rp 510 juta, serta untuk meningkatkan kompetensi karyawan, maka pengembangan kompetensi lebih banyak ditujukan untuk sertifikasi kebutuhan bisnis Perusahaan.

Berikut merupakan pengembangan karyawan selama tahun 2023 berdasarkan Jenis Pengembangan:

*In supporting the achievement of the Company's targets and increasing the suitability of employee capacity and capability with the Company's business needs and employee competence, the Company organizes several in-house and public training programs, as well as certifications that have been and are being implemented.*

*Business challenges and technological developments require continuous adjustment and improvement of competencies. According to the Company's business direction, employees must continuously be developed to have superior competencies in leadership or technical fields.*

*The Company also ensures that key competencies are learned and owned by employees so that the learning outcomes can contribute to the Company. In 2023, the Company budgeted Rp 510 million for certification, seminars and training, and to improve employee competency, competency development is more aimed at certifying the Company's business needs.*

*The following is employee development during 2023 by Type of Development:*

| No.          | Jenis Pengembangan<br><i>Type of Development</i> | Jumlah Peserta<br><i>Number of Participants</i><br>(orang/person) |
|--------------|--|---|
| 1            | Forum  | 2   |
| 2            | Knowledge Sharing                                | 269   |
| 3            | Sertifikasi<br><i>Certification</i>              | 25  |
| 4            | Training   | 247   |
| 5            | Workshop   | 71  |
| <b>Total</b> |  | <b>614</b>  |

Berikut merupakan daftar pengembangan sumber daya manusia selama tahun 2023 berdasarkan Jenis Kompetensi:

*The following is a list of human resource development during 2023 by Type of Competence:*

| No. | Nama Pengembangan SDM<br><i>Name of HR Development</i> | Jenis Pengembangan SDM<br><i>Type of HR Development</i> | Tanggal Mulai<br><i>Start Date</i> | Tanggal Selesai<br><i>End Date</i> | Jenis Kompetensi<br><i>Type Competence</i> | Jumlah<br><i>Total</i> |
|-----|--|---|------------------------------------|------------------------------------|--|------------------------|
| 1   | SUPERVISOR SENIOR PEMELIHARAAN PLTS                    | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 2   | SUPERVISOR SENIOR PENGOPERASIAN PLTS                   | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 3   | SUPERVISOR PENGOPERASIAN PLTS                          | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 4                      |
| 4   | SUPERVISOR JUNIOR BANG & SANG PLTS                     | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 5   | SUPERVISOR JUNIOR PEMELIHARAAN PLTS                    | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 3                      |
| 6   | PELAKSANA SR PEMELIHARAAN PERALATAN PLTS               | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 3                      |
| 7   | OPERATOR SENIOR LOKAL UNIT PLTS                        | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 8   | PELAKSANA SENIOR BANG&SANG LISTRIK PLTS                | Sertifikasi<br><i>Certification</i>                     | 1/2/2023                           | 1/2/2023                           | <i>Electrical</i>                          | 1                      |
| 9   | PENGETAHUAN DASAR DI BIDANG DANA Pensiun               | Sertifikasi<br><i>Certification</i>                     | 1/13/2023                          | 1/13/2023                          | <i>Finance</i>                             | 1                      |
| 10  | TRAINING PRODUKSI LAPTOP TAHAP 3                       | Pelatihan<br><i>Training</i>                            | 2/2/2023                           | 2/2/2023                           | <i>Product Knowledge</i>                   | 17                     |
| 11  | TRAINING PRODUKSI LAPTOP TAHAP 4                       | Pelatihan<br><i>Training</i>                            | 2/3/2023                           | 2/3/2023                           | <i>Product Knowledge</i>                   | 18                     |
| 12  | SUPERVISOR PENGOPERASIAN PLTS                          | Sertifikasi<br><i>Certification</i>                     | 2/1/2023                           | 2/1/2023                           | <i>Electrical</i>                          | 1                      |
| 13  | SUPERVISOR PENGOPERASIAN PLTS                          | Sertifikasi<br><i>Certification</i>                     | 2/6/2023                           | 2/6/2023                           | <i>Electrical</i>                          | 1                      |
| 14  | TRAINING PRODUKSI LAPTOP TAHAP 5                       | Pelatihan<br><i>Training</i>                            | 2/7/2023                           | 2/7/2023                           | <i>Product Knowledge</i>                   | 12                     |
| 15  | PRAKTEK ASSEMBLY INTIBOOK                              | Workshop  | 2/8/2023                           | 2/8/2023                           | <i>Production</i>                          | 20                     |
| 16  | INTRODUCTION TO PM & CAPM                              | Knowlegde Sharing                                       | 2/17/2023                          | 2/17/2023                          | <i>Project Management</i>                  | 53                     |
| 17  | MAN RISIKO DANA Pensiun LEVEL UTAMA                    | Sertifikasi<br><i>Certification</i>                     | 3/2/2023                           | 3/2/2023                           | <i>Finance</i>                             | 1                      |
| 18  | TR.TESTING & REPAIR OERLIKON S. LANJUTAN               | Pelatihan<br><i>Training</i>                            | 2/13/2023                          | 3/3/2023                           | <i>Repair</i>                              | 4                      |
| 19  | TRAINING TKDN & PROSES SERTIFIKASI TKDN                | Knowlegde Sharing                                       | 3/15/2023                          | 3/15/2023                          | <i>Product Knowledge</i>                   | 14                     |
| 20  | TRAINING TKDN TAHAP 2                                  | Knowlegde Sharing                                       | 3/20/2023                          | 3/20/2023                          | <i>Product Knowledge</i>                   | 15                     |
| 21  | TRAINING PRODUKSI CCTV & ACCESS POINT                  | Pelatihan<br><i>Training</i>                            | 3/31/2023                          | 3/31/2023                          | <i>Product Knowledge</i>                   | 22                     |

|    |   |                                     |            |            |                         |    |
|----|---|-------------------------------------|------------|------------|-------------------------|----|
| 22 | TRAINING PRODUKSI CCTV & ACCESS POINT 2 | Pelatihan<br><i>Training</i>        | 4/11/2023  | 4/11/2023  | Product Knowledge       | 17 |
| 23 | PEND. & TRAINING AHLI KEPABEANAN (PPJK) | Pelatihan<br><i>Training</i>        | 11/7/2022  | 2/1/2023   | Logistic                | 1  |
| 24 | TRAINING PRODUKSI CCTV & ACCESS POINT 3 | Pelatihan<br><i>Training</i>        | 5/2/2023   | 5/2/2023   | Product Knowledge       | 9  |
| 25 | TRAINING PRODUKSI CCTV & ACCESS POINT 4 | Pelatihan<br><i>Training</i>        | 5/3/2023   | 5/5/2023   | Product Knowledge       | 12 |
| 26 | PRAKTEK CCTV & ACCESS POINT             | Workshop                            | 5/8/2023   | 5/8/2023   | Product Knowledge       | 19 |
| 27 | PRAKTEK CCTV & ACCESS POINT TAHAP 2     | Workshop                            | 5/9/2023   | 5/10/2023  | Product Knowledge       | 21 |
| 28 | AUDITOR SMK3                            | Sertifikasi<br><i>Certification</i> | 5/13/2023  | 5/20/2023  | Quality Management      | 1  |
| 29 | TRAINING PRODUKSI PJU                   | Pelatihan<br><i>Training</i>        | 5/30/2023  | 5/30/2023  | Product Knowledge       | 8  |
| 30 | PENDIDIKAN KHUSUS PROFESI ADVOKAT       | Pelatihan<br><i>Training</i>        | 5/3/2023   | 5/19/2023  | Business Law            | 1  |
| 31 | TRAINING PRODUKSI PJU 2                 | Pelatihan<br><i>Training</i>        | 6/5/2023   | 6/5/2023   | Product Knowledge       | 9  |
| 32 | COMMUNICATION IN DIGITAL WORLD          | Forum                               | 05/05/2023 | 06/05/2023 | Corporate Communication | 2  |
| 33 | OBD : PENGENALAN LINGKUNGAN PERUSAHAAN  | Pelatihan<br><i>Training</i>        | 12/06/2023 | 12/06/2023 | Business Process        | 2  |
| 34 | GELADI RESIK TKDN PRODUKSI PJU 1        | Pelatihan<br><i>Training</i>        | 16/06/2023 | 16/06/2023 | Product Knowledge       | 7  |
| 35 | GELADI RESIK TKDN PRODUKSI PJU 2        | Pelatihan<br><i>Training</i>        | 19/06/2023 | 19/06/2023 | Product Knowledge       | 8  |
| 36 | VERIFIKASI TKDN PRODUKSI PJU            | Workshop                            | 6/22/2023  | 6/22/2023  | Product Knowledge       | 11 |
| 37 | MENGENAL PENGASUHAN B. NEUROPARENTING   | Knowledge Sharing                   | 6/21/2023  | 6/21/2023  | Mental Health           | 63 |
| 38 | ONBOARDING BKO SALES & MARKETING        | Pelatihan<br><i>Training</i>        | 03/07/2023 | 03/07/2023 | Marketing & Sales       | 20 |
| 39 | TRAINING SMART METER                    | Pelatihan<br><i>Training</i>        | 12/07/2023 | 7/13/2023  | Product Knowledge       | 21 |
| 40 | RISIKO KES PEKERJA & POLA HIDUP SEHAT   | Knowledge Sharing                   | 21/07/2023 | 7/21/2023  | Physical Health         | 54 |
| 41 | GLOBAL PRO & BUSINESS TRANSFORMATION    | Knowledge Sharing                   | 7/27/2023  | 7/27/2023  | Leadership of Change    | 2  |
| 42 | PELUIT INTEGRITAS BATCH 3               | Pelatihan<br><i>Training</i>        | 8/22/2023  | 8/24/2023  | Audit Management        | 2  |
| 43 | JUNIOR WEB DEVELOPER                    | Sertifikasi<br><i>Certification</i> | 8/7/2023   | 8/9/2023   | Information System      | 1  |
| 44 | INTI FRIDAY FUN GAMES                   | Pelatihan<br><i>Training</i>        | 9/1/2023   | 9/1/2023   | Physical Health         | 39 |



|              |  |                                     |            |            |                                      |            |
|--------------|--|-------------------------------------|------------|------------|--------------------------------------|------------|
| 45           | OPERATOR K3 FORKLIFT KELAS 2             | Sertifikasi<br><i>Certification</i> | 8/8/2023   | 8/10/2023  | Occupational Health and Safety (OHS) | 1          |
| 46           | JUNIOR MOBILE PROGRAMMER                 | Sertifikasi<br><i>Certification</i> | 10/16/2023 | 10/18/2023 | Information System                   | 1          |
| 47           | TRAINING BASIC ACCOUNT MANAGER           | Pelatihan<br><i>Training</i>        | 6/11/2023  | 8/11/2023  | Account Management / Planning        | 9          |
| 48           | PETUGAS PERAN KEBAKARAN KELAS D          | Sertifikasi<br><i>Certification</i> | 6/11/2023  | 9/11/2023  | Occupational Health and Safety (OHS) | 1          |
| 49           | UNLOCKING CUSTOMER EXPERIENCE INSIGHTS   | Knowledge Sharing                   | 15/11/2023 | 15/11/2023 | Marketing Research                   | 1          |
| 50           | CERTIFIED RISK MANAGEMENT OFFICER        | Sertifikasi<br><i>Certification</i> | 20/11/2023 | 22/11/2023 | Risk Management                      | 1          |
| 51           | ASSEMBLY METER LISTRIK (SMART METER)     | Pelatihan<br><i>Training</i>        | 12/12/2023 | 12/15/2023 | Product Knowledge                    | 9          |
| 52           | PRODUCT KNOWLEDGE TRAINING               | Knowledge Sharing                   | 12/12/2023 | 12/12/2023 | Product Knowledge                    | 17         |
| 53           | GCG & ANTI KORUPSI                       | Knowledge Sharing                   | 12/19/2023 | 12/19/2023 | GCG Knowledge                        | 50         |
| 54           | PELATIHAN P3K DAN PEMADAM KEBAKARAN      | Sertifikasi<br><i>Certification</i> | 15.12.2022 | 15.12.2022 | Quality Management                   | 19         |
| 55           | SOSIALISASI PRODUKSI LAPTOP INTI TAHAP 2 | Sosialisasi<br><i>Socialization</i> | 20.12.2022 | 20.12.2022 | Product Knowledge                    | 20         |
| 56           | SUPERVISOR SENIOR PEMB ELEKTRIKAL PLTS   | Sertifikasi<br><i>Certification</i> | 19.11.2022 | 19.11.2022 | Electrical                           | 1          |
| <b>Total</b> |  |                                     |            |            |                                      | <b>614</b> |

Pada tahun 2024, Perusahaan merencanakan untuk melakukan pengembangan kompetensi sebagai berikut:

*In 2024, the Company plans to develop the following competencies:*

| Fungsi Bisnis<br><i>Business Function</i>                                   | Triwulan I<br><i>Quarter I</i> | Triwulan II<br><i>Quarter II</i> | Triwulan III<br><i>Quarter III</i> | Triwulan IV<br><i>Quarter IV</i> |
|---|--------------------------------|----------------------------------|------------------------------------|----------------------------------|
| Pengembangan Bisnis<br><i>Business Development</i>                          | 2                              | 0                                | 3                                  | 1                                |
| Komersial<br><i>Commercial</i>  | 0                              | 2                                | 1                                  | 0                                |
| Sekretaris Perusahaan<br><i>Corporate Secretary</i>                         | 0                              | 0                                | 1                                  | 0                                |
| Manajemen Proyek (Engineer)<br><i>Project Management (Engineer)</i>         | 1                              | 1                                | 1                                  | 1                                |
| Teknologi Informasi<br><i>Information Technology</i>                        | 0                              | 0                                | 4                                  | 4                                |
| Perencanaan & Analisis Keuangan<br><i>Financial Planning &amp; Analysis</i> | 0                              | 0                                | 0                                  | 2                                |

|  |           |           |           |           |
|--|-----------|-----------|-----------|-----------|
| Audit Internal<br><i>Internal Audit</i>  | 9         | 7         | 3         | 6         |
| Teknologi Informasi<br><i>Information Technology</i>                                 | 1         | 1         | 0         | 0         |
| Kesehatan dan Keselamatan Kerja<br><i>Occupational Health and Safety</i>             | 4         | 4         | 0         | 1         |
| Hukum<br><i>Legal</i>  | 0         | 1         | 0         | 2         |
| Manufaktur<br><i>Manufacture</i>   | 0         | 0         | 1         | 0         |
| Mekanikal<br><i>Mechanical</i>   | 0         | 1         | 0         | 0         |
| Pemasaran<br><i>Marketing</i>  | 0         | 0         | 1         | 1         |
| Manajemen Material<br><i>Material Management</i>                                     | 0         | 0         | 0         | 1         |
| Pengembangan Produk<br><i>Product Development</i>                                    | 0         | 2         | 0         | 0         |
| Manajemen Proyek<br><i>Project Management</i>  | 0         | 2         | 2         | 0         |
| Hubungan Masyarakat<br><i>Public Relations</i>                                       | 2         | 0         | 6         | 5         |
| Manajemen Risiko<br><i>Risk Management</i>   | 0         | 0         | 1         | 0         |
| Penjualan<br><i>Sales</i>  | 1         | 1         | 1         | 1         |
| Rekayasa Penjualan/Kemitraan<br><i>Sales Engineering/Partnership</i>                 | 0         | 1         | 0         | 0         |
| Perencanaan & Pengendalian Penjualan<br><i>Sales Planning &amp; Control</i>          | 0         | 3         | 0         | 0         |
| Penjualan/Rekayasa Penjualan/Pengadaan<br><i>Sales/Sales Engineering/Procurement</i> | 0         | 2         | 0         | 1         |
| Integrator Sistem<br><i>System Integrator</i>  | 3         | 1         | 0         | 0         |
| <b>Grand Total</b>   | <b>23</b> | <b>29</b> | <b>25</b> | <b>26</b> |

Rencana pengembangan kompetensi tersebut akan dilakukan melalui pelatihan, sertifikasi, seminar, maupun melalui *platform* daring yang dimiliki oleh Perusahaan.

*The competency development plan will be carried out through training, certification, and seminars, as well as through the online platform owned by the Company.*