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Nomor Surat	Tel.32/LP000/COP-K0F00000/2025
Nama Perusahaan	PT Telkom Indonesia (Persero) Tbk
Kode Emiten	TLKM
Lampiran	5
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 05 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.telkom.co.id/sites/hubungan-investor/id_ID/page/laporan-1025 pada tanggal 21 April 2025

Apakah Perseroan tercatat di Bursa lain? (Ya)

Jika Ya, maka sebutkan nama Bursa dimaksud
NYSE

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	27.381,5
Emisi langsung dari pembakaran bergerak	27.182
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	27.521,9
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	82.085,4

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	2.028.371,5
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	2.028.371,5
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	32.119,5
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0,3
Pembelian Barang dan Jasa	87.218,1
Capital equipment/goods	70.677
Limbah yang dihasilkan dalam kegiatan operasional	0,7
Aset Sewaan hulu	7.985,9
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	9.308,3
Penggunaan produk yang dijual	99.559,4
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	148
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	307.017,2
Total Emisi GRK (Scope 1 and 2)	2.110.456,9
Total Emisi GRK (Scope 1, 2 and 3)	2.417.474,1
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	14,07
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	0
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	2.333.332.275
		Total konsumsi energi (kWh or J)	2.333.332.275
E-04	**Konsumsi Air**	Total konsumsi air (m3)	8.270.437
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	285.480

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2060
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
TelkomGroup berkomitmen mendukung target pemerintah dalam mencapai Net Zero Emission (NZE) pada tahun 2060. Telkom telah menetapkan baseline dan target dekarbonisasi, serta menjalankan serangkaian inisiatif yang terangkum dalam framework Pilar ESG Telkom, Right Environmental Approach. https://www.telkom.co.id/sites/sustainability/id_ID/page/our-planet-1135	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	20 %
	411.328,34 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

TelkomGroup berkomitmen mendukung target pemerintah dalam mencapai Net Zero Emission (NZE) pada tahun 2060. Telkom telah menetapkan baseline dan target dekarbonisasi, serta menjalankan serangkaian inisiatif yang terangkum dalam framework Pilar ESG Telkom, Right Environmental Approach.

https://www.telkom.co.id/sites/sustainability/id_ID/page/our-planet-1135

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.536	11.7 %	2.011	9.28 %
Mid-level	7.547	34.82 %	3.554	16.4 %
Senior-level	4.440	20.49 %	1.314	6.06 %
Executive-level	235	1.08 %	36	0.17 %
Total Pegawai	14.758	68.09 %	6.915	31.91 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	3.180 Pegawai	14,67 %
Jumlah Pegawai Baru/pengganti	875 Pegawai	4,04 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	1.978 Pegawai	9,13 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
265,96 jam/pegawai	4.260	86,39 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Telkom menjunjung tinggi praktik bisnis dan HAM dengan saling menghargai, dan terbebas dari diskriminasi, kekerasan, pelecehan fisik maupun mental. Komitmen ini diwujudkan melalui kebijakan Respectful Workplace Policy (RWP) yang secara komprehensif mengatur mekanisme pencegahan, penanganan, dan pelaporan diskriminasi, kekerasan, dan pelecehan di lingkungan Telkom. Karyawan dapat menyampaikan pengaduan, khususnya terkait tindakan diskriminasi, melalui berbagai kanal, seperti Telkom Integrity Line yang merupakan saluran whistleblowing system dengan jalur pelaporan terintegrasi dan dikelola oleh pihak eksternal independen, surel pengelola RWP, serta Unit Kerja pengelola Human Capital. Pada tahun 2024, tidak ada laporan berkaitan dengan tindak diskriminasi yang tercatat di Telkom.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Telkom upholds business practices and human rights with mutual respect, and is free from discrimination, violence, physical and mental harassment. This commitment is reflected through the Respectful Workplace Policy (RWP) policy which comprehensively regulates the mechanism for preventing, handling, and reporting discrimination, violence, and harassment within Telkom. Employees can submit complaints, especially related to discriminatory actions, through various channels, such as Telkom Integrity Line which is a whistle blowing system channel with an integrated reporting channel and managed by an independent external party, RWP manager's email, and human capital management work unit. In 2024, there was no reports of discrimination recorded at Telkom.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Telkom Group memberikan kesempatan yang sama tanpa membedakan suku, agama, ras, status sosial, dan gender sebagai wujud pelaksanaan rekrutmen yang adil. Proses rekrutmen karyawan secara formal diatur dalam PKB yang juga memastikan kepatuhan Telkom terhadap regulasi ketenagakerjaan nasional diantaranya UU Cipta Kerja No.6 tahun 2023 dan UU No.8 tahun 2016, seperti tidak mempekerjakan	

pekerja anak maupun pekerja paksa serta terkait penyandang difabel. Adapun Anak Perusahaan memiliki kebijakan rekrutmen masing-masing, yang umumnya berbentuk Peraturan Perusahaan.

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Telkom implements a comprehensive Occupational health and safety (OHS) policy, which includes risk identification, hazard mitigation, and continuous training for all employees and contractors. The implementation of SMK3 at Telkom complies with the guidelines mandated by national regulations.
In planning OHS, Telkom primarily considers potential hazards. Telkom has identified the types of high-risk jobs, including 1) work carried out at heights; 2) tasks that involves exposure to high voltage risks; 3) ground tank related works; 4) work conducted in manholes; and 5) optical splicing work. In addition, Telkom has identified several occupational-related diseases that are relevant to the company's business activities.
To ensure the comprehensive implementation of OHS, Telkom has prepared security & safety procedures and guidelines, that serve as an extensive operation manual with detailed guidance on safety protocols, especially at project sites and towers, a Safe Work Readiness checklist, and an incident reporting mechanism. Additionaly, Telkom ensures that our vendors, especially those involved in high-risk work, have OHS certification and comply with the applicable regulations. This effort has yielded positive results, where Telkom has consistently been able to maintain zero cases of deaths due to work accidents.
Telkom also provides health facilities as a tangible form of our commitment to employee health, including 1) General and dental polyclinics; 2) Fitness center; 3) Lactation room; 4) Basic life support simulation room; 5) Midwifery examination facility. The operation of these polyclinics, especially those located in office areas, is under the responsibility of the Health Foundation (YAKES), whose duties and responsibilities include planning, controlling, and maintaining the health of employees, retirees, and families, counseling, physical promotion, and workplace hygiene management.

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Pada tahun 2024, program TJSL Telkom menyasar investasi dalam empat pilar, yaitu lingkungan sebesar Rp48,3 miliar, sosial sebesar Rp61,25 miliar, ekonomi Rp34,8 miliar, dan hukum & tata kelola Rp0,36 miliar, dengan total sebesar Rp144,8 miliar.

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	9	0	3
Direksi	0	8	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	94 %
Jumlah kehadiran komisaris ke rapat dewan	12	97 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Perseroan memiliki kebijakan pemisahan Chairman of The Board dan CEO	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Telkom mengadopsi kebijakan self-assessment dalam menilai kinerja Dewan Komisaris. Proses penilaian dilakukan oleh Komite Nominasi dan Remunerasi (KNR) terhadap key performance indicator (KPI) kolegial yang diformulasikan dari tugas utama Dewan Komisaris, yakni mengawasi kebijakan dan jalannya pengurusan Perseroan yang dilakukan oleh Direksi dan memberikan nasihat kepada Direksi, termasuk mengawasi pelaksanaan Rencana Jangka Panjang Perseroan (RJPP), Rencana Kerja dan Anggaran Tahunan Perseroan (RKAP), Corporate Strategic Scenario (CSS), serta peraturan perundang undangan sesuai dengan maksud dan tujuan Perseroan. Hasil evaluasi kinerja Dewan Komisaris kemudian dilaporkan kepada Pemegang Saham dalam RUPS. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Tahun ini 100% karyawan dan 100% Direksi Telkom telah mengikuti sosialiasi dan pelatihan terkait anti korupsi, anti fraud dan e-learning SNI ISO 37001:2016 SMAP	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Proses pengangkatan Dewan Komisaris dan Direksi di Telkom berlandaskan prinsip penghormatan kepada hak asasi manusia (HAM), non-diskriminasi, serta kesetaraan. Pengangkatan anggota Dewan Komisaris Telkom mempertimbangkan integritas, dedikasi, pemahaman tentang manajemen perusahaan, pengetahuan di bidang usaha, ketersediaan waktu untuk melaksanakan tugas, dan persyaratan sesuai peraturan. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Langkah Telkom dalam mengelola risiko korupsi dan konflik kepentingan disajikan pada bagian Elevate Our Business, khususnya praktik bisnis beretika,yang meliputi penerapan SNI ISO 37001: 2016 Sistem Manajemen Anti Korupsi (SMAP), sosialisasi serta pelatihan rutin sebagai upaya internalisasi membangun budaya anti korupsi. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Kami memiliki kebijakan terkait insider trading	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Seluruh organ tata kelola perusahaan berkomitmen untuk menjaga integritas dan menghindari benturan kepentingan dalam pelaksanaan tugas. Panduan Tata Kerja Dewan Komisaris dan Direksi (Board Manual) secara spesifik mengatur hal ini sebagai bagian dari etika jabatan. Anggota Dewan Komisaris dan Direksi yang memiliki benturan kepentingan diwajibkan untuk mengungkapkan keadaan tersebut dan menarik diri dari pengambilan keputusan yang terkait. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	76-78
	E-02	Intensitas Emisi Gas Rumah Kaca	76
	E-03	Konsumsi Energi Listrik	76
	E-04	Konsumsi Air	75
	E-05	Limbah yang Dihasilkan	75
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	62
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	62
Sosial	S-01	Kesetaraan Gender	117
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	114-117
	S-03	Tingkat Pergantian Pegawai	113-118
	S-04	Jumlah Pegawai Sementara	117
	S-05	Pelatihan dan Pengembangan Pegawai	113-118
	S-06	Jumlah Kecelakaan Kerja	116
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	0
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	90
	S-09	Kebijakan Mengenai Hak Asasi Manusia	139
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	84
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	90
	S-12	Pencegahan Konflik Kepentingan	101

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	30
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	210-211
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	178
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	32
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	32
	G-06	Kriteria Khusus Pemilihan Dewan	32
	G-07	Kode Etik dan/atau Anti-Korupsi	32
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	360
	G-09	Pencegahan Konflik Kepentingan	32

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [X] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
TUV rheinland Indonesia	Assurance Laporan Keberlanjutan

Demikian untuk diketahui.

Hormat Kami,

PT Telkom Indonesia (Persero) Tbk

Octavius Oky Prakarsa

VP Investor Relations

PT Telkom Indonesia (Persero) Tbk

Telkom Landmark Tower, Lantai 51

Telepon : (021) 5215109, Fax : (021) 5215109, www.telkom.co.id

Nama Pengirim	Octavius Oky Prakarsa
Jabatan	VP Investor Relations
Tanggal dan Waktu	21-04-2025 20:59
Lampiran	1. SR Telkom 2024 ENG.pdf
	2. SR Telkom 2024 IND.pdf
	3. Surat Pengantar.pdf
	4. Laporan Tahunan Telkom 2024.pdf
	5. Annual Report Telkom 2024.pdf

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Letter / Announcement No.	Tel.32/LP000/COP-K0F00000/2025
Issuer Name	PT Telkom Indonesia (Persero) Tbk
Issuer Code	TLKM
Attachment	5
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 05 Mei 2025

The information referred above has been published on the Company's website https://www.telkom.co.id/sites/hubungan-investor/id_ID/page/laporan-1025 at 21 April 2025

Is the Company listed on another Stock Exchange? (Yes)

If yes, please state the name of the Exchange in question.
NYSE

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	27.381,5
Direct emissions from mobile combustion	27.182
Direct emissions from processes	0
Direct fugitive emissions	27.521,9
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	82.085,4

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	2.028.371,5
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	2.028.371,5
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	32.119,5
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0,3
Purchased goods and services	87.218,1
Capital equipment/goods	70.677
Waste generated in operations	0,7
Upstream leased assets	7.985,9
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	9.308,3
Use of sold products	99.559,4
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	148
Processing of sold products	0

Category 6: Indirect GHG emissions from other sources	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	307.017,2
Total GHG Emissions (Scope 1 and 2)	2.110.456,9
Total GHG Emissions (Scope 1, 2 and 3)	2.417.474,1
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	14,07
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	0
		Total amount of energy indirectly consumed (kWh or J)	2.333.332.275
		Total energy consumption (kWh or J)	2.333.332.275
E-04	**Water Consumption**	Total water consumed (m3)	8.270.437
E-05	**Waste Generation**	Total waste generated (ton)	285.480

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2060
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
TelkomGroup is committed to supporting the governments target of achieving Net Zero Emission (NZE) by 2060. Telkom has set decarbonization baselines and targets, as well as carrying out a series of initiatives summarized in the Telkom ESG Pillar framework, Right Environmental Approach. https://www.telkom.co.id/sites/sustainability/en_US/page/our-planet-1137	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	20 %
	411.328,34 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

Telkom continues to promote energy efficiency through various initiatives targeting building lighting and cooling systems, including the continuation of the Energy Efficiency Awareness Movement (GePEE) program since 2023, which involves turning off unused lights and air conditioners as well as implementing smart offices based on the Internet of Things. This efficiency strategy includes the use of energy-saving LED lights, zoning lighting, scheduled lighting operations, elevator zoning systems in Jakarta and Surabaya, reflective glass installations, indoor temperature settings of 25 to 27 C, and the use of environmentally friendly refrigerants. This commitment is further strengthened by investments allocated from 2022 to 2024 for the procurement and upgrading of eco-friendly equipment such as LED lights, refrigerants, batteries, and monitors. In support of the transition to clean energy, Telkom s subsidiary NeutraDC is developing large-capacity green data centers in Cikarang and Batam, in collaboration with Medco Energy to utilize renewable energy sources. Telkomsel has deployed solar panels at 274 BTS and a microhydro system at 1 BTS, resulting in a total renewable energy consumption of 9,559 GJ in 2024. Meanwhile, Mitratel has replaced fossil fuel-powered generators with solar panels in rural areas, contributing 3,590 GJ or 1.6% of its total energy consumption. At The Telkom Hub area, 77 solar-powered street lighting units (PJUTS) have been installed, saving up to 20,235.6 kWh of electricity annually. Telkom and its subsidiaries have also adopted electric vehicles (EVs), with 17% of Telkom s operational fleet now using EVs, supported by EV charging infrastructure across various locations, including 18 stations under Telkom Property and additional units at Telkomsat. These initiatives reflect Telkom s strong commitment to energy efficiency, renewable energy adoption, and sustainable operations.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	2.536	11.7 %	2.011	9.28 %
Mid-level	7.547	34.82 %	3.554	16.4 %
Senior-level	4.440	20.49 %	1.314	6.06 %
Executive-level	235	1.08 %	36	0.17 %
Total Pegawai	14.758	68.09 %	6.915	31.91 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	0	0	0	0	0	0	0	0	0
25-35	0	0	0	0	0	0	0	0	0
35-45	0	0	0	0	0	0	0	0	0
45-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)

Number of employees resigned	3.180 Employees	14,67 %
Number of newly appointed Employees	875 Employees	4,04 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	1.978 Employees	9,13 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
265,96 hours/employee	4.260	86,39 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes

S-09 Does the company has a policy regarding human rights?	Yes

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	9	0	3
Directors	0	8	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	94 %
Comissioner Attendance to Board Meetings	12	97 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
Company has a policy of separation of Chairmain of The Board and CEO	
G-04 Does the company has a policy regarding board appraisal?	Yes
Telkom mengadopsi kebijakan self-assessment dalam menilai kinerja Dewan Komisaris. Proses penilaian dilakukan oleh Komite Nominasi dan Remunerasi (KNR) terhadap key performance indicator (KPI) kolegial yang diformulasikan dari tugas utama Dewan Komisaris, yakni mengawasi kebijakan dan jalannya pengurusan Perseroan yang dilakukan oleh Direksi dan memberikan nasihat kepada Direksi, termasuk mengawasi pelaksanaan Rencana Jangka Panjang Perseroan (RJPP), Rencana Kerja dan Anggaran Tahunan Perseroan (RKAP), Corporate Strategic Scenario (CSS), serta peraturan perundang undangan sesuai dengan maksud dan tujuan Perseroan. Hasil evaluasi kinerja Dewan Komisaris kemudian dilaporkan kepada Pemegang Saham dalam RUPS. Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-05 Does the company has a policy regarding board training and development?	Yes
In 2024, 100% of Telkom employees and 100% of the Board of Directors successfully participated in socialization and training programs related to anticorruption,anti-fraud, and SNI ISO 37001:2016 SMAP	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

The appointment process for the Board of Commissioners and Board of Directors at Telkom adheres to the principles of human rights, non-discrimination, and equality. The selection of Board of Commissioners members considers integrity, dedication, comprehension of corporate management, industry expertise, availability to perform duties, and regulatory requirements. Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Langkah Telkom dalam mengelola risiko korupsi dan konflik kepentingan disajikan pada bagian Elevate Our Business, khususnya praktik bisnis beretika,yang meliputi penerapan SNI ISO 37001: 2016 Sistem Manajemen Anti Korupsi (SMAP), sosialisasi serta pelatihan rutin sebagai upaya internalisasi membangun budaya anti korupsi Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Our Company has insider trading policy	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
All corporate governance bodies are committed to maintaining integrity and preventing conflicts of interest in the execution of their duties. The Work Procedures Guidelines for the Board of Commissioners and Board of Directors (Board Manual) explicitly regulate conflicts of interest as part of ethical governance. Board members who encounter a conflict of interest must disclose their circumstances and recuse themselves from the relevant decision-making process. Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	76-78
	E-02	Greenhouse Gas Emission Intensity	76
	E-03	Electricity Consumption	76
	E-04	Water Consumption	75
	E-05	Waste Generated	75
	E-06	Company Commitment to Achieving Net Zero Emission Target	62
	E-07	Company Commitment to Reduce Emission	62
Social	S-01	Gender Equality	117
	S-02	Employees by Gender and Age Group	114-117
	S-03	Employee Turnover Rate	113-118
	S-04	Number of Temporary Officers	117
	S-05	Employee Training and Development	113-118
	S-06	Number of Work Accidents	116
	S-07	Human Rights Violation Incidents	0
	S-08	Sexual Harassment and/or Non-Discrimination Policy	90
	S-09	Policy on Human Rights	139
	S-10	Child Labor and/or Forced Labor Policy	84
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	90
	S-12	Corporate Social Responsibility	101

Governance	G-01	Management Diversity and Independence	30
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	210-211
	G-03	Chairman of the Board and CEO Separation Policy	178
	G-04	Board of Directors and Commissioners Assessment Policy	32
	G-05	Board of Directors and Commissioners Training Policy	32
	G-06	Special Criteria for Election of the Board	32
	G-07	Code of Ethics and/or Anti-Corruption	32
	G-08	Fair Treatment Policy for Shareholders	360
	G-09	Conflict of Interest Prevention Policy	32

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [X] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
TUV rheinland Indonesia	Assurance Laporan Keberlanjutan

Thus to be informed accordingly.

Respectfully,

PT Telkom Indonesia (Persero) Tbk

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