being consolidated and reported to the Board of Directors on a quarterly basis. Based on Company Regulation Number: PD.704.00/r.00/HK290/DSC-M0200000/2025 regarding TelkomGroup's Sustainability Governance, the Board of Directors delegates the role of ESG impact management to the Telkom Sustainability Committee.

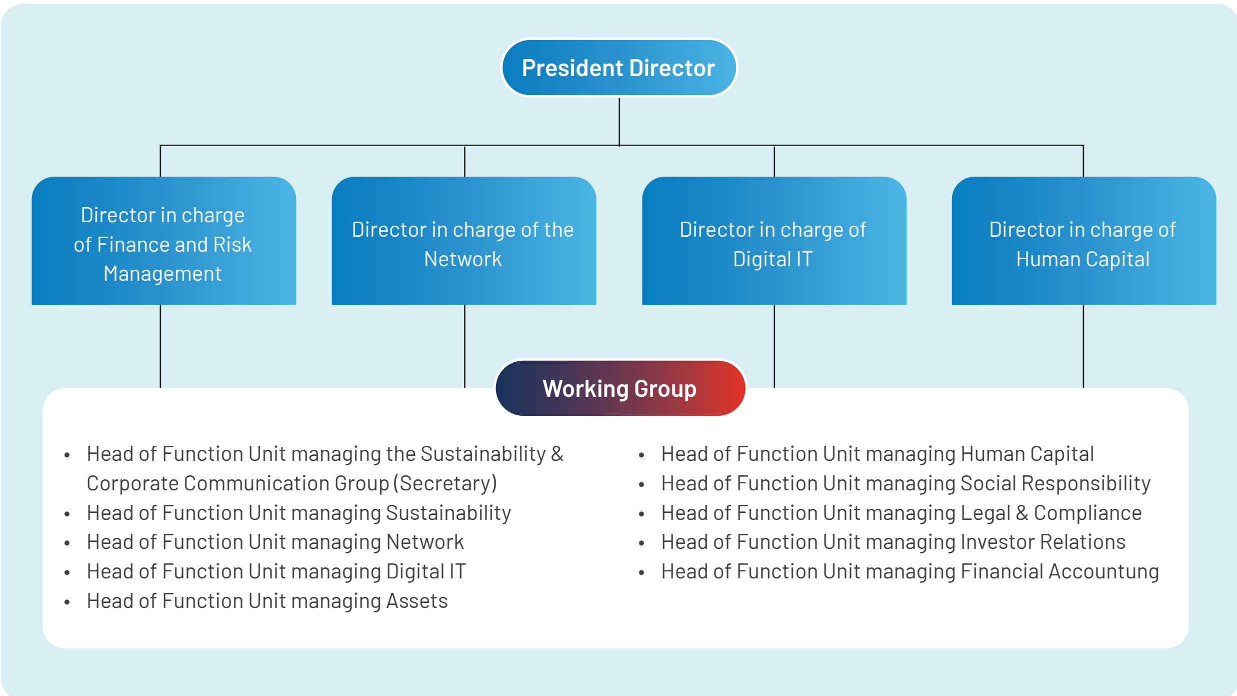
Sustainability Committee

[GRI 2-12, 2-13, 2-16]

The Sustainability Committee is responsible for overseeing the implementation of ESG management and governance within the company. The Committee brings together relevant ESG functions across the organization to facilitate coordination and collaboration in achieving the company's sustainability objectives. It also plays a key role in addressing emerging sustainability issues, including the identification, monitoring, and management of sustainability-related impacts. In terms of reporting, the Sustainability Committee submits ESG impact management reports to the Board of Directors in stages through Operational Meetings (RAOP) at the Department level or Directorate Meetings (RADIT) at the Directorate level, as well as Board of Directors Meetings (RADIR), which are held every week. To further strengthen ESG disclosure governance, quarterly Disclosure Committee Meetings (DC Meetings) are conducted to ensure the relevance and accuracy of material information prior to public disclosure. One of the ESG reporting outputs regularly disclosed to the public is the Info Memo (per quarter) and Annual Report, Sustainability Report, Form 20-F (per year).

The Sustainability Committee is chaired by the President Director and comprises directors responsible for risk management, network and IT, and human capital. To support the integration of ESG into business processes, the Committee is supported by an ESG Working Group consisting of heads of relevant function unit, including Sustainability, Network & IT, Asset Management, Human Capital, Social Responsibility, Risk Management, Legal & Compliance, Investor Relations, and Financial Accounting.

Figure 10. Composition of Telkom Sustainability Committee Members

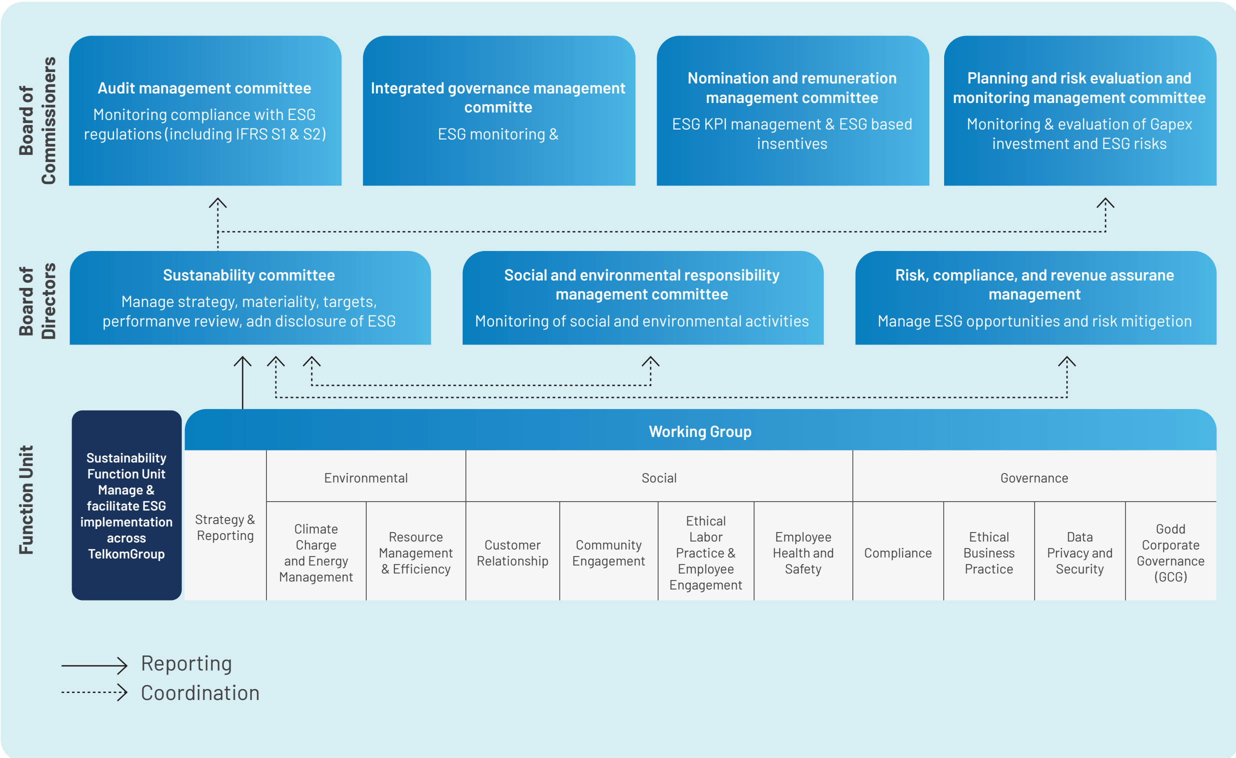


Responsibilities of the Sustainability Committee:

1. To oversee, set, and provide direction on ESG objectives, plans, strategies, roadmaps, policies, initiatives, and performance measures, including Climate Change
2. To ensure that the company has implemented a sustainability program in the ESG sector
3. To monitor the implementation of risk mitigation and opportunities arising from the company's operational activities to ESG
4. To supervise ESG performance achievements, including Climate Change, based on third-party assessments, ESG Rating Agencies, investor expectations, and/or other stakeholders; and
5. To ensure the publication of the Sustainability Report, including climate-related disclosures, in accordance with applicable regulations and aligned with the needs of shareholders and other stakeholders.

To fulfill its duties, the Sustainability Committee collaborates with other committees under the Board of Commissioners and the Board of Directors, including the Social and Environmental Responsibility Committee (CSR); the Risk, Compliance and Revenue Assurance Committee; the Audit Committee; the Integrated Governance Committee; the Nomination and Remuneration Committee; and the Evaluation, Monitoring, Planning and Risk Committee. The Sustainability Committee regularly receives updates on ESG implementation from Sustainability & Corporate Communication Function Unit.

Figure 11. Sustainability Governance Structure at Telkom

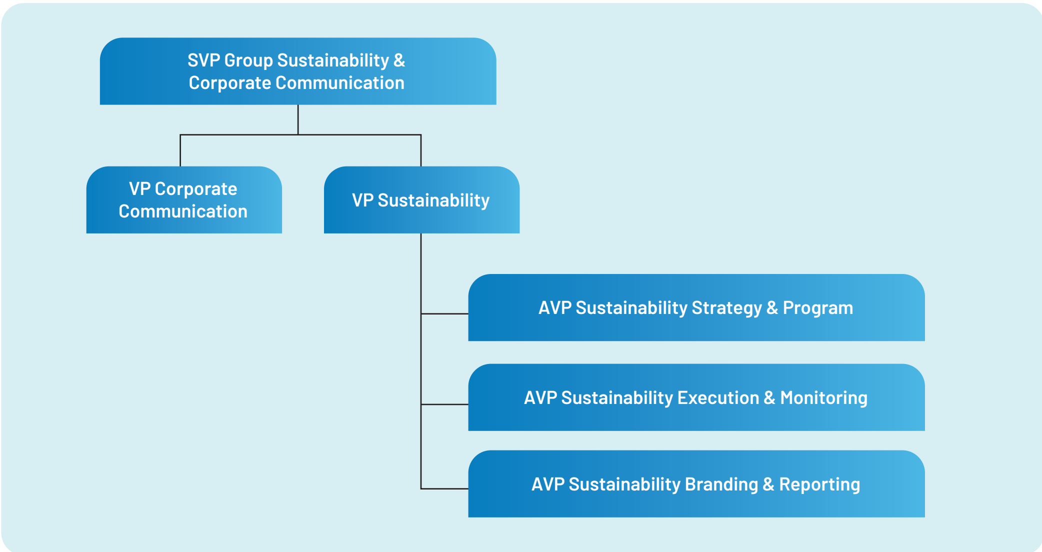


Group Sustainability & Corporate Communication Function Unit

[GRI 2-13]

Telkom has its own function unit that is responsible for orchestrating and managing the implementation of ESG strategy and reporting in TelkomGroup, specifically the Sustainability & Corporate Communication Group Function unit, which is under the CEO Office organization. This Function unit is led by the SVP Group Sustainability & Corporate Communication, which has a leading role as the orchestrator of sustainability implementation governance that includes ESG and climate aspects, as stipulated in Company Regulation Number: PD.202.75/r.00/HK250/COP-A0200000/2025 regarding the CEO Office organization. To fulfill its duties, SVP Group Sustainability & Corporate Communication reports to the President Director through the Directors' Meeting (Radir) which is attended by all members of the Board of Directors, as well as directly through the CEO Update forum which is carried out as needed.

Figure 12. Organizational Structure of Sustainability Function Unit at Telkom



The roles and responsibilities of SVP Group Sustainability & Corporate Communication are outlined in Company Regulation Number: PR.202.72/r. 02/HK.250/COP-A0200000/2024 regarding the Organization of the Sub-Department of Group Sustainability & Corporate Communication. Key responsibilities include:

- Ensuring the availability of policies, governance, and organizational management mechanisms of the Group Sustainability & Corporate Communication Department.
- Ensuring the availability of long-term and annual work plans, budgeting, and performance evaluations for Group Sustainability & Corporate Communication functions.
- Ensuring the availability of an appropriate ESG framework
- Ensuring the availability of ESG goals, targets, and initiatives.
- Coordinating the implementation of initiatives and evaluations.
- Ensuring sustainability reporting and governance through an integrated dashboard within TelkomGroup.
- Establishing methods, parameters, and evaluative approaches on ESG activities and coordinating with subsidiaries/partners/agencies in the implementation of ESG programs.

To fulfill its duties, the SVP Group Sustainability & Corporate Communication is assisted by the VP Sustainability, whose duties and responsibilities include:

- Ensuring effective collaboration with relevant function units to design an integrated dashboard for monitoring ESG initiatives.
- Ensuring the establishment of an appropriate ESG-related framework, including the joint operating model, with clear accountability assigned to each Function unit across TelkomGroup.
- Ensuring the establishment of ESG objectives, targets, and initiatives across entities, including collaborating with CFU/FU/DFU and Subsidiaries.
- Ensuring the implementation of ESG program management across CFU/FU/DFU, including Subsidiaries.

- Ensuring the implementation of the monitoring, evaluation, and reporting process of ESG initiatives of the Board of Directors/Board of Commissioners and other stakeholders.
- Reporting ESG performance and sustainability reporting to stakeholders in accordance with regulatory requirements, domestic/foreign capital markets, and relevant reporting standards.
- Ensuring the implementation of the ESG program management and organizational accountability of the Group Sustainability & Corporate Communication Department.
- Ensuring the management of branding and communication, both internally and externally, for the implementation of ESG programs.
- Ensuring the availability of policies, governance structures, management mechanisms, and implementation activities to improve communication and corporate branding related to ESG.

Telkom adopts a decentralized approach that enables all Subsidiaries to develop and implement sustainability initiatives independently while maintaining alignment with the strategic direction set by the Sustainability Function Unit. TelkomGroup's transformation steps also support efforts to strengthen governance, orchestration, and synergy of sustainability initiatives in TelkomGroup.

ESG Policy

[GRI 2-23, 2-24]

Telkom has established Company Regulation Number PD.704.00/r.00/HK290/DSC-M0200000/2025 regarding TelkomGroup Sustainability Governance, which serves as an ESG umbrella policy covering the company's material focus areas, including climate change. Subsidiaries may also adopt this policy as a reference in implementing ESG practices within their respective business operations.

The policy is designed to guide the implementation of ESG management frameworks and mechanisms across TelkomGroup and to ensure that ESG practices are carried out adequately and proportionately, in line with TelkomGroup's development, Good Corporate Governance (GCG), and prudential principles. The policy also supports the achievement of the Sustainable Development Goals (SDGs). The general guidelines outlined in the ESG policy are integrated into the company's strategies, operational policies, and management procedures across environmental, social, and governance aspects.

The implementation of TelkomGroup's three sustainability pillars—Save Our Planet (environment), Empower Our People (social), and Elevate Our Business (governance)—is guided by several key principles, including integrity, outcome orientation, equity, risk and opportunity awareness, evidence-based decision-making, and continuous maturity improvement.

Through the implementation of ESG, Telkom aims to strengthen stakeholder engagement, systematically address stakeholder expectations and aspirations, and support informed decision-making to ensure the company's long-term sustainability. Telkom's approach to ESG management consists of the following steps:

- Identification of ESG risks and opportunities
- Assessment and evaluation of ESG impact
- Establishment of ESG targets, strategies, and programs
- ESG reporting, disclosure, and communication

Other ESG-related policies governing the management of material topics include:

1. Regulations related to the functions of the board of directors and the role of management on ESG and climate aspects
2. Risk Management System Policies and Frameworks
3. Respectful Workplace Policy
4. Disaster Management Policy
5. Corporate Security and Safety Management Regulations
6. Information Security Governance
7. Personal Data Protection Governance
8. Sustainable Procurement Policy

A summary of Telkom's ESG policy is available on the [ESG policy page].