

APPENDIX 4: GRI CONTENT INDEX

Statement of Use : PT Telkom Indonesia (Persero) Tbk has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 with reference to the GRI Standards.
GRI 1 Used : GRI 1: Foundation 2021.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	4,10-11
	2-2 Entities included in the organization's sustainability reporting	28
	2-3 Reporting period, frequency, and contact point	28
	2-4 Restatements of information	28
	2-5 External assurance	28
	2-6 Activities, value chain, and other business relationships	4, 10-11, 74-75
	2-7 Employees	52-53
	2-8 Workers who are not employees	N/A
	2-9 Governance structure and composition	24
	2-10 Nomination and selection of the highest governance body	Annual Report
	2-11 Chair of the highest governance body	24
	2-12 Role of the highest governance body in overseeing the management of impacts	24
	2-13 Delegation of responsibility for managing impacts	24
	2-14 Role of the highest governance body in sustainability reporting	18-21, 24, 28
	2-15 Conflicts of interest	Annual Report
	2-16 Communication of critical concerns	Annual Report
	2-17 Collective knowledge of the highest governance body	Annual Report
	2-18 Evaluation of the performance of the highest governance body	Annual Report
	2-19 Remuneration policies	Annual Report
	2-20 Process to determine remuneration	Annual Report
	2-21 Annual total compensation ratio	Annual Report
	2-22 Statement on sustainable development strategy	27
	2-23 Policy commitments	12-13, 27, 30-35
	2-24 Embedding policy commitments	27
	2-25 Processes to remediate negative impacts	24-26, 30-35
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report
	2-27 Compliance with laws and regulations	27, 64
	2-28 Membership associations	14-15
	2-29 Approach to stakeholder engagement	36-37
	2-30 Collective bargaining agreements	52

GRI Standard	Disclosure	Location
GRI 3: Material Topic 2021	3-1 Process to determine material topics	29
	3-2 List of material topics	29-35
	3-3 Management of material topics	29-35
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	72
	201-2 Financial implications due to climate change	66
	201-3 Defined benefit plan obligations and other retirement plans	57
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investment and services supported	67
	203-2 Significant indirect economic impact	61-63
GRI 204: Procurement Practice 2016	204-1 Proportion of spending on local suppliers	75
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	65
	205-2 Communication and training about anti-corruption policies and procedures	65
	205-3 Confirmed incidents of corruption and actions taken	65
GRI 206: Anti Competitive Behavior 2016	206-1 Legal action for healthy anti-competitive practices, anti-trust, and monopoly	65
GRI 301: Material 2016	301-3 Reclaimed products and their packaging materials	44
GRI 302: Energy 2016	302-1 Energy consumption within the organization	40-43
	302-2 Energy consumption outside of the organization	40-43
	302-4 Reduction of energy consumption	40-43
GRI 303: Water and Effluents 2018	303-5 Water consumption	45
GRI 305: Emission 2016	305-5 Reduction of GHG emissions	43
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	43-44

GRI Standard	Disclosure	Location
GRI 403: Employment 2016	401-1 New employee hires and employee turnover	53
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	56
	401-3 Parental leave	56
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59
	403-2 Hazard identification, risk assessment, and incident investigation	59
	403-3 Occupational health service	59
	403-4 Worker participation, consultation, and communication on occupational health and safety	59
	403-5 Worker training on occupational health and safety	60
	403-6 Improving the quality of workers' health	59
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61
	403-8 Workers covered by an occupational health and safety management system	59
	403-9 Work-related injuries	61
	403-10 Work-related ill health	60
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	55
	404-2 Programs for upgrading employee skills and transition assistance programs	55-57
	404-3 Percentage of employees receiving regular performance and career development reviews	56
GRI 405: Diversity And Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	54
	405-2 Ratio of basic salary and remuneration of women to men	56
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	58
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	61-63

APPENDIX 5: SASB STANDARD

Telecommunication Industry		
Code	Description	Page(s)
Activity Metric		
TC-TL-000.A	Number of wireless subscribers	47
TC-TL-000.B	Number of wireline subscribers	47
TC-TL-000.C	Number of broadband subscribers	47
TC-TL-000.D	Network traffic	10-11
Environmental Footprint of Operations		
TC-TL-130a.1	Total energy consumed, percentage grid electricity, percentage renewable energy	40, 43
Data Privacy		
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	68
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	70
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	N/A
TC-TL-220a.4	Number of law enforcement requests for customer information, number of customers whose information was requested, percentage resulting in disclosure	70
Data Security		
TC-TL-230a.1	Number of data breaches, percentage involving personally identifiable information (PII) and number of customers affected	71
TC-TL-230a.2	Description of approach to identifying and addressing data security risk, including third-party cybersecurity standards	68-71
Product end-of-Life Management		
TC-TL-440a.1	Materials recovered through take back programs, percentage of recovered materials that are (a) reused, (b) recycled, and (c) landfilled	44
Managing Systemic Risks from Technology Disruption		
TC-TL-550a.1	System average interruption frequency and customer average interruption duration	66
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions	66
Competitive Behaviour & Open Internet		
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	65
TC-TL-520a.2	Average actual sustained download speed of owned and commercially-associated content and non-associated content	N/A