

Appendix 3. GRI Disclosure Index

Usage Statement	PT Telkom Indonesia (Persero) Tbk has reported the information cited in the GRI content index for the period January 1 to December 31, 2024 with reference to the GRI 2021		
GRI Used	GRI 2021		
GRI Standards	Indicators	Disclosure	Page
	2-1	Organizational details	p. 22
	2-2	Entities on organizational sustainability reporting	p. 8
	2-3	Reporting periods, frequency, and contacts	p. 8
	2-4	Representation of information	p. 8
	2-5	External Warranty	p. 8
	2-6	Activities, value chains, and other business relationships	p. 22
	2-7	Workforce	p. 116
	2-8	Non-direct employees	p. 116
	2-9	Governance structure and composition	pp. 30-32
	2-10	Nomination and election of the highest governance body	p. 32
	2-11	Chairman of the highest governance body	p. 28
	2-12	The role of the highest governance body in overseeing impact management	p. 28
	2-13	Delegate responsibility to manage impact	p. 28
	2-14	The role of the highest governance body in sustainability reporting	p. 28
	2-15	Conflict of interest	p. 32
	2-16	Communication of important issues	p. 28
	2-17	Collective knowledge of the highest governance officials	p. 30
	2-18	Evaluation of the performance of the highest governance body	p. 33
	2-19	Remuneration policy	pp. 33-34
	2-20	The process of determining remuneration	p. 34
	2-21	Total annual compensation ratio	98.2 : 1
	2-22	Statement on sustainable development strategy	pp. 44-45
	2-23	Policy commitment	pp. 127-129
	2-24	Instilling policy commitment	p. 128
	2-25	Process to remedy negative impacts	p. 129, 134
	2-26	Mechanisms for seeking advice and submitting problem	p. 129, 134
	2-27	Compliance with laws and regulations	p. 124
	2-28	Membership associations	pp. 155-156
	2-29	Approaches to stakeholder engagement	p. 35
	2-30	Collective bargaining agreements	p. 84
GRI 3: Material Topics 2021	3-1	The process of determining the topic of the material	pp. 36-37
	3-2	List of material topics	pp. 36-37