

The Director of Finance and Risk Management as part of the sustainability (environment, social, and governance) committee acts as the primary coordinator to lead, coordinate, ensure, and evaluate, as well as report the execution of sustainability (environment, social, and governance) initiatives across CFU/FU (including subsidiaries) to the BOD/BOC, including determining the appropriate framework, setting objectives, targets, and cross-entity initiatives in collaboration with CFU/FU (including subsidiaries), as well as collaborating with the Directorate of Network & IT Solution (NITS) to design an integrated dashboard for monitoring sustainability performance.

All Telkom Parent and Telkom Subsidiaries entities support the implementation of sustainability practices and initiatives in TelkomGroup. Some entities that are closely related to the implementation of sustainability initiatives include:

- Lead Coordinator: FRM Directorate's Sustainability Sub-department
- Program Owner
 - HCM Directorate: HC Organizational Effectiveness (HCOE), Community Development Center (CDC), HC Business Partner (HCBP)
 - Directorate of NITS: Cyber Security
 - FRM Directorate: Risk Strategy and Governance
 - Corporate Secretary: Corporate Office Support (COS), Legal Compliance, Regulatory Management, Data Protection
 - Subsidiaries: Telkomsel, Telkom Property (GSD), Mitratel, Telkom Data Ekosistem (TDE), Telkom Infra
 - Digital Business
 - All CFU/FU and Subsidiaries
- Policymakers:
 - NITS Directorate: Network/IT Strategy, Technology, and Architecture (STA)
 - FRM Directorate: Finance & Procurement Policy (FPP)
- KPI Oversight: Integrated Portfolio Management
- Communication and Disclosure: Corporate Communication & Investor Relations

SUSTAINABILITY STRATEGY [2-22]

TelkomGroup continuously strives to improve its sustainability performance by implementing strategies to manage ESG risks integrated with its business model and operational activities. We constantly evaluate and strengthen our sustainability strategy, not only to manage risks but also to capitalize on ESG opportunities. These sustainability strategies are implemented to support Telkom's sustainability pillars.

SUSTAINABILITY PILLARS [2-22, 2-23, 2-24, 2-27]

In carrying out its business activities, TelkomGroup is committed to implementing sustainability practices through ethical and responsible operations in every line of business. Managing economic and ESG aspects and implementing sustainability practices in TelkomGroup are based on three main pillars: the Right Environmental Approach, the Right People, and the Right Governance.


Environmental: Right Environmental Approach	Social: Right People	Governance: Right Governance
In running a responsible business, TelkomGroup applies the right environmental approach and management to reduce the environmental impact of operations.	In running a responsible business, TelkomGroup always has a positive impact on all humans, including employees, customers, communities, and other stakeholders.	In conducting responsible business, TelkomGroup implements sustainability governance, including meeting legal and regulatory compliance, practicing business ethics and anti-corruption, and maintaining data privacy and security.
		



MATERIAL TOPICS AND SIGNIFICANT ISSUES [3-1][3-2][3-3]

Material topics presented in the report significantly impact and influence the Company's decision-making. The determination of material issues for the 2023 financial year is carried out through an internal analysis process based on the CSS (Corporate Strategic Scenario) document, Shareholder Aspirations (APS), feedback from Rating Agencies, benchmarks with industry, Standards and SDGs, and ESG Risks and Opportunities, as well as internal review by management.

8 (eight) material topics are still the same as in the previous reporting period. There is one material topic that is removed from the list, namely the Risk Management System, with the consideration that Risk Management is a process that has been integrated into the Company's overall business processes, including in determining Material Topics that are significant to Telkom based on the results of the Company's Risk Profile assessment which has been outlined in the ESG Risk Prevention and Mitigation Principles section by the Telkom ESG Strategy.

LIST OF MATERIAL TOPICS [3-2]

No.	Material Topics	Significant Issues	SDGs
Right Environmental Approach			
1	Energy management and climate change	Energy efficiency and emission reduction	
2	Material procurement and efficiency	Waste and e-waste management	

No.	Material Topics	Significant Issues	SDGs
Right People			
3	Excellent service	Management and measurement of customer experience	
4	Employee and community engagement	<ul style="list-style-type: none"> Recruitment of employees with disabilities Increasing the MSE to class up Increased talent and inclusiveness of women at the managerial level 	
5	Training and education	<ul style="list-style-type: none"> Digital talents Employee pre-nurturing program (Digistar Class) 	
Right Governance			
6	Compliance	The process of law enforcement and compliance with regulatory changes	
7	Business Ethics	<ul style="list-style-type: none"> Compliance with business ethics Anti-Corruption Whistleblowing system 	
8	Privacy and data security	Data privacy and cybersecurity	



TelkomGroup ESG Pillars and Material Topics