

In line with TelkomGroup's efforts to provide a more comprehensive performance overview, there is a restatement of certain employment information due to the addition of data coverage compared to the previous reporting, with the following notes:

Table 2. Restatement of Information Due to the Expansion of the Reporting Entity's Scope

No	Data	Notes
1	Employee turnover	We expanded the scope of turnover data in this year's reporting to include all reporting entities, resulting in the restatement of data for 2023 and 2024, which was previously experienced: - Underreporting of 49% for 2023 data - Overreporting of 35% for 2024 data
2	Return to work	Return to work data for 2023 and 2024, as reported in the 2024 report, were underreported by 17% and 31%, respectively, compared to the data reported in 2025. This resulted from an expanded reporting scope, including the addition of data from 10 subsidiaries. As a result, adjustments were made to the return-to-work and retention rates.
3	OHS training	We expanded the scope of occupational health and safety (OHS) training data to include 8 subsidiaries; therefore, the 2023 and 2024 figures have been restated, as they were previously underreported by >100%, respectively.

External Assurance

[GRI 2-5]

External assurance for the 2025 Sustainability Report is conducted by an independent external party, TÜV Rheinland Indonesia, with a scope covering compliance with the GRI 2021 Standards. The results of the external assurance are presented in Appendix 10 of this report.

The selection of TÜV Rheinland Indonesia as the independent verifier was based on considerations of expertise, reputation, and the absence of any potential conflict of interest or business relationship with Telkom. The delegation of the selection of the independent third-party verifier was assigned by management to the Sustainability Function Unit, in accordance with applicable procurement regulations.

Forward-Looking Statements

This report contains forward-looking statements, including targets, forecasts, estimates, or future projections. The statements are based on assumptions and information available at the time of preparation of reports. Telkom acknowledges that such statements contain risks and uncertainties that may be beyond the company's control; therefore, actual results may differ from those expressed or implied in the forward-looking statements. As such, there is no guarantee that all such statements can be fulfilled in their entirety. Readers are advised to exercise caution in interpreting forward-looking statements contained in this report and bear full responsibility for any decisions made based on the information presented.

Additional Information

All monetary references are presented in Indonesian Rupiah (Rp), unless otherwise stated. The terms "Telkom" and "the Company" in this report refer to the parent entity, while the term "Telkom and its Subsidiaries" or "TelkomGroup" refers collectively to the parent company, its subsidiaries, and affiliated entities. However, the use of the term "Telkom" does not eliminate subsidiaries and affiliates from the scope of the content and discussion of the report.