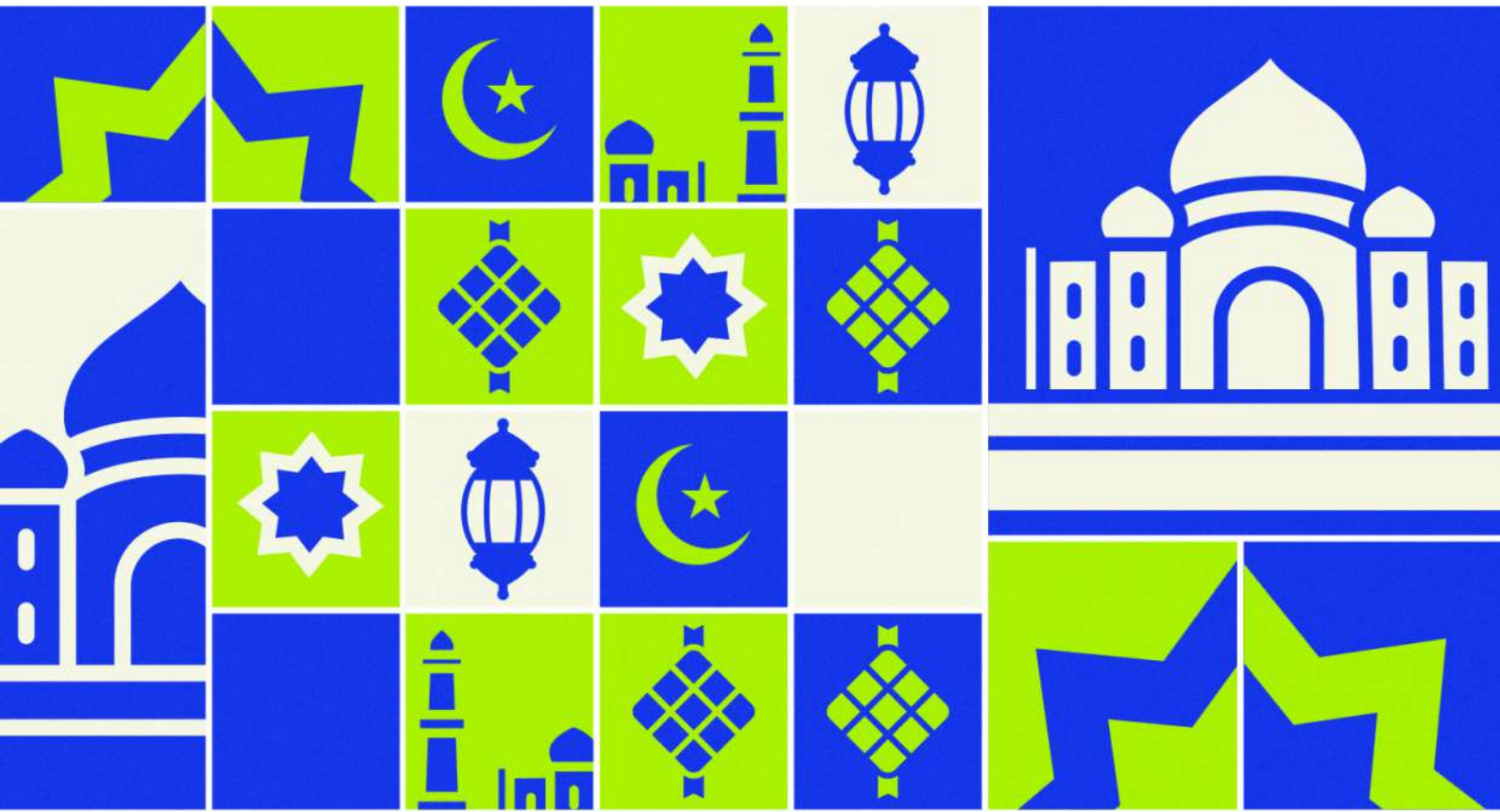


GoZero%

BULLETIN Edition 6 | March 2026



Network Resilience

Green Strategy & Digital Inclusivity

TELKOM CEO'S NOTES

2026 is the Momentum for
Massive Execution

DIGISTAR

Telkom's Digital Talent Engine
for Indonesia's Future

TESA PROGRAM

More Than Just Work,
The Humanitarian Footprint of
Telkomers Through the
TESA Program

2025 GoZero% Kaleidoscope

January



ESG Sustainability Rating 2025
by CNBC Indonesia for the GoZero% program

February

Indonesia Digital Sustainability Awards 2025 by Plus Idea Komunika and JakTV in the category of Indonesia Best Digital Awards in Telecommunication Services Industry for Omnichannel Strategy Implementation and Integrated Business Operations.

March

Telkom has verified its **2023-2024 Scope 1 and Scope 2 GHG emissions** in accordance with the ISO 14064 standard and ensured that the **FY24 Sustainability Report (SR) meets AA1000 accountability standards.**

April



GoZero% Goes to Medan: Roaring for Change

GoZero% Active Challenge & Clean-Up Walk involving 250 TelkomGroup employees | Local economic empowerment and capacity building for small businesses through an MSME bazaar | Talk show and mini workshops on sustainability topics | Innovation Festival, featuring a creative idea competition on sustainability issues while fostering an innovative culture within the company.

May



GoZero% Goes to Borneo

Planting 5,000 mangrove seedlings at Batu Perawan Beach, Tarakan | Providing support for the revitalization of facilities and infrastructure at Tanjung Batu Mosque, which has long served as a center for spiritual activities as well as a community social space | Empowering local MSMEs through partnership funding and product promotion support.

June



Digiland Run 2025

GoZero% Booth Activation, where participants could exchange two plastic bottles for sustainable merchandise from Telkom | Installation of a Reverse Vending Machine (RVM) outside the Telkom office premises | MicroForest Exhibition, showcasing a microalgae photobioreactor that functions as a natural filter to improve air quality | 1 km equals 1 GB of internet data for education in 3T (Frontier, Outermost, and Disadvantaged) regions, with a total of 111,500 GB successfully collected | Runners' jerseys made from recycled plastic materials through an environmentally friendly production process.

July



Sustainability Land at Funtasixty Day 2025

Present through IslandCorner, showcasing various sustainability initiatives | Implementation of a Reverse Vending Machine (RVM) at TLT with a new point scheme of IDR 600 per plastic bottle | Collaboration with SRC to introduce the Dropbox Sustainability program for reusable items (Eduvice, Wearcycle, Edushare)

August

Telkom and TDE purchased 45,407 Renewable Energy Certificate (RECs)

Sourced from Hydropower Plants (PLTA) and conducted certification audits for ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System)

September



GoZero% Goes To Bandung: Manage Waste, Manifest Change

Innovation Festival | River clean-up activity in collaboration with Pandawara, Telkom University students, Telkom TREG 2 employees, and Telkom management, successfully collecting 1,481 kg of waste | Distribution of waste management support to TPS Cijawura as a pilot village for integrated waste management

October



GoZero% Goes To Makassar: Revive the Sea, Renew Our Future

Innovation Festival (an internal innovation competition among Telkom Regional V employees focusing on the preservation of marine and coastal ecosystems) | Successfully collected 1.4 tons of waste at Barombong Beach and Galesong Beach, Makassar through a Beach Clean-Up activity | Distributed 50 household waste bins to residents living around the coastal area

November



IDX Channel Anugerah Inovasi Indonesia 2025 in the Outstanding Innovation category (Stunting Action Hub) awarded by IDX Channel.

December



GoZero% Goes to Yogyakarta: Planting Hope, Rooting for the Future

Planting 500 tree seedlings as an effort to restore and expand green spaces in priority areas of Yogyakarta.

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GOZERO% BULLETIN TEAM

Advisor

Dian Siswarini,
President Director
PT Telkom Indonesia
(Persero) Tbk

Steering Committee

Ahmad Reza,
SVP Group of Sustainability &
Corporate Communication
PT Telkom Indonesia (Persero) Tbk

Editor in Chief

Gunawan Wasisto,
Vice President Sustainability
PT Telkom Indonesia (Persero) Tbk

Managing Editor

M. Patria Narotama,
Novy Kartikayanti,
Nurassyah,
Vega Amelia Kharim,
Vania Rizki Amanda
Sustainability Branding & Reporting
PT Telkom Indonesia (Persero) Tbk

Editors

Ahmad Ainur Rohman,
Doddy Farhan,
Imron Fauzi,
Ris Munandar Aribowo,
Ryane Andika Kristianto,
Widya Valentina

Designer

Zulfikarnaen Hasan

Translator

Maharani Wahyu Saridewi

Editorial Contact

sustainability@telkom.co.id

The Telkom Hub,
Gedung Telkom Landmark
Tower II, Lt.39 JI. Jenderal Gatot
Subroto Kav. 52, Kuningan Barat,
Mampang Prapatan, Jakarta
Selatan, Jakarta, Indonesia 12710

Assalamualaikum warahmatullahi wabarakatuh,

Warm greetings to us all,

Praise be to God Almighty for the publication of the GoZero% Bulletin 6th Edition, marking the opening of the 2026 period. This edition represents an important manifestation of PT Telkom Indonesia (Persero) Tbk's commitment to strengthening Environmental, Social, and Governance (ESG) principles as the primary foundation of the company's transformation.

Through the narratives presented, the bulletin highlights how the power of digitalization acts as a strategic catalyst that aligns accountable governance, community empowerment, and environmental preservation to create sustainable added value for Indonesia.

Through the Telkom Click 2026 agenda, the direction of the company's transformation has been clearly defined, one that emphasizes clean governance and results-oriented performance. Telkom believes that corporate success is not measured solely by numerical achievements, but by the extent to which technology can become a solution for improving public welfare.

Telkom continuously promotes digital inclusivity for all segments of society, particularly women and persons with disabilities, while also investing in the long term through talent development programs such as DigiUp and Digistar Class to help close the digital skills gap among the nation's younger generation.

The resilience of digital infrastructure is also continuously strengthened, as demonstrated by strategic collaboration with Danantara in supporting the recovery of disaster-affected areas in Sumatra. This underscores that the telecommunications sector is a critical foundation that must be safeguarded to ensure the continuity of community activities across Indonesia.

In line with the ambition to achieve Net Zero Emissions, decarbonization efforts and innovative waste management initiatives are also being accelerated. Green initiatives carried out across various regions of Indonesia signal that Telkom will continue to innovate in realizing a more sustainable future for the next generation.

May the presence of the GoZero% Bulletin continue to inspire us all to strengthen our commitment to sustainability in every step we take. Let us continue to collaborate and work in synergy to realize our shared vision of achieving Golden Indonesia 2045. Happy reading.

Wassalamualaikum warahmatullahi wabarakatuh.



Dian Siswarini
President Director of PT Telkom
Indonesia (Persero) Tbk

Telkom Click 2026

Navigating the Crucial Execution Phase of Transformation Toward The Golden Indonesia Vision



Kicking off 2026, TelkomGroup held Telkom Click 2026.

JAKARTA - Kicking off 2026, TelkomGroup reaffirmed its commitment to accelerating corporate transformation through the Telkom Click 2026 event.

Held in a hybrid format at the Auditorium of Telkom Landmark Tower in Jakarta on Thursday (8/1), the event served as a strategic stage for the board of directors to present the winning programs that will drive the company throughout the year.

The year 2026 has been designated as a critical execution phase. After successfully strengthening stakeholder price through the 5 Bold Moves strategy in 2025, Telkom is now preparing to unlock value by strengthening its portfolio in the DC Co (Data Center) and Tower Co business units.

In his report, SVP Group Sustainability and Corporate Communication of Telkom Indonesia Ahmad Reza emphasized that the event aims to align the vision of all TelkomGroup employees.

This was echoed by Chief Strategic Officer (CSO) Seno Soemadji, who stated that this year's investment focus will include fiber expansion, tower monetization, and hyperscale connectivity.

A special highlight of the event was the inspiring insight delivered by CEO Rosan Perkasa Roeslani. In his remarks, Rosan underscored Telkom's vital position in Indonesia's national development landscape.

“ The telecommunications sector is an essential component in realizing the Asta Cita vision. Telkom serves as a strategic national infrastructure foundation and an enabler of 8 percent economic growth,” Rosan Perkasa Roeslani told employees.

He further added that Telkom plays a central role in promoting social equity through the equal distribution of digital access across the nation. He emphasized that transformation must be carried out with clean governance and a results-oriented approach.

In line with this vision, Chief Human Capital Officer Willy Saelan stated that organizational strengthening will be pursued through structural simplification toward a strategic holding model. This effort will be accompanied by large-scale upskilling and reskilling programs to ensure Telkom's talent is prepared to navigate global dynamics.

From a technology perspective, Chief IT Digital Officer Faizal Rochmad Djoemadi highlighted the utilization of Artificial Intelligence (AI) to create a more consistent customer experience. Meanwhile, on the corporate side, the focus will be directed towards growing B2B ICT through flagship products and operational excellence.

The event also served as a moment of reflection through a video presentation showcasing TelkomGroup's journey throughout 2025, including the team's dedication in restoring networks following the disaster recovery efforts in Sumatra at the end of last year.

Independent Commissioner Ira Noviarti reminded participants that this transformation is not merely about business, but a real contribution to the future of Indonesia's digital economy on its path toward Golden Indonesia 2045.

With a spirit of collaboration and well-prepared strategies, TelkomGroup is optimistic about emerging as a winner in global market competition while safeguarding the nation's digital sovereignty. ■

Telkom CEO's Note

2026 is the Momentum for Massive Execution



Indonesia's telecommunications industry stands at a critical crossroads. On one hand, technological disruptions such as Artificial Intelligence (AI) demand extraordinary agility. On the other, a saturated market structure is forcing industry giants to transform themselves. In the middle of these dynamics, PT Telkom Indonesia (Persero) Tbk is presenting a new face under the leadership of its first female President Director, Dian Siswarini.

In an in-depth interview with *Bisnis Indonesia*, Dian outlined Telkom's transformation roadmap. For her, 2025 was the foundation year, while 2026 marks the moment of massive execution—proving that a State-Owned Enterprise (SOE) can move as swiftly as global private companies.

Dian described 2025 as a special year. During that period, Telkom launched a transformation initiative titled Telkom 30, a long-term journey through 2030 designed to generate significantly greater value creation.

"Last year, we established four main pillars for Telkom. First, operational excellence to improve fundamentals, governance, and capital allocation. Second, streamlining to simplify the group structure, which currently consists of more than 60 subsidiaries," Dian explained.

She emphasized that Telkom's major assets have often been "hidden" from investors' view because they were trapped under traditional telecom valuations. The third and fourth pillars focus on transforming the holding structure into a strategic holding and unlocking value.

"Investors typically value our assets based on telecom multiples of only five to six times. However, if we separate them into specific entities like FiberCo, the valuation could rise to nine to twelve

times. We want Telkom to be valued based on its real digital business lines—not merely as a cable operator," she stressed.

To achieve this ambitious target, Dian has reorganized Telkom into four centralized and segmented business pillars.

B2C Business

- Mobile
- Fixed Broadband

Providing a scalable customer base and network reach to enable cross-selling opportunities, drive customer loyalty, and support revenue growth.

B2B Infrastructure

- Tower
- Fiber
- Data Center
- Satellite
- ServeCo

Serving as a digital infrastructure provider, comprising Data Centers, Towers, Fiber Backbone, Satellites, and ServeCo.

International B2B

- International Connectivity

Expanding Telkom Group's global footprint through submarine cable networks, international connectivity, and wholesale services.

B2B IT Services

- System Integration, IT Service, Others (System Integration, Layanan TI, dll.)

Connecting various software applications, systems, and data sources into a cohesive IT environment to improve efficiency, reduce data silos, and achieve business objectives.

Pillars of Transformation TLKM 30



“We want to break the perception that Telkom is merely Telkomsel. Going forward, people will see Telkom Group as a combined force of digital infrastructure, B2B, and international business,” Dian said.

One of the key highlights of the 2026 agenda is Infranexia, the entity managing fiber optic infrastructure.

“We are looking for a partner who brings not only capital, but also international market access, technology, and stronger governance. We have started exploring potential candidates from the community investor and global partner. The process must happen this year because we want to prove that Telkom is an agile SOE capable of executing plans within a reasonable timeframe,” said Dian, who has recently been conducting roadshows across major global financial centers.

Beyond fiber infrastructure, Data Center represents a highly challenging frontier. Dian acknowledged that AI growth has driven demands for data centers to levels unseen five years ago. However, she warned that this is a tricky business.

“The investment is enormous and the payback period is long. There is even an element of gamble there, where customers often hesitate to commit before seeing the facility built. That is why we need global players as driver-seat partners to bring technology and major clients such as hyperscalers,” she admitted.

Cultural Transformation: Breaking the Comfort Zone

For Dian, the greatest challenge is not technical—it is human. Having spent 10 years as a CEO in the private sector before joining Telkom, she recognizes the natural resistance to change.

“By nature, people dislike change because they are already in their comfort zone. I want to bring the ‘BISA’ culture to Telkom: Bravery in decision-making, Integrity, Service Excellence, and Agility. The telecommunications industry moves extremely fast. If we are not aligned with market demand, investments may not generate returns,” she said.

Dian also highlighted the importance of inclusive leadership. As the first woman to lead Telkom, she sees a gap in the career pipeline for women in STEM (Science, Technology, Engineering, and Math).

“There is a leaky funnel. Many women study engineering at university, but only a few advance to top leadership roles. Perhaps it is due to the perception that this industry is macho. In fact, in the digital industry we need precision and multitasking abilities—areas where women often excel,” she explained.

Amid managing thousands of employees, Dian remains committed to a simple life philosophy: doing everything optimally.

To the younger generation, especially Gen Z women, Dian encourages them not to hesitate in entering engineering and digital fields. According to her, today’s digital platforms, including AI, offer equal opportunities for everyone to create and innovate.

On a lighter note, Dian shared that her annual resolution has remained consistent for the past 10 years: living healthier and exercising with discipline. “Because when we are physically and mentally healthy, our clarity of thought in executing transformation becomes much sharper,” she said with a smile.

With a more segmented strategy and a more agile work culture, Dian believes Telkom is ready to transform from a traditional cable giant into a globally competitive digital infrastructure player. ■

Danantara and TelkomGroup Synergy

Executing Crisis Management Transformation in Sumatra



The construction process of Danantara Temporary Housing (Huntara) intended for communities affected by floods in Sumatra and Aceh.

The natural disasters that struck the Sumatra region at the end of 2025 tested the physical resilience of national infrastructure. They also became a proving ground for a new paradigm in the management of State-Owned Enterprises (SOEs).

Under the supervision of Danantara, the state asset management entity that now holds strategic control, recovery efforts in Aceh, North Sumatra, and West Sumatra were no longer carried out in a fragmented manner. A significant collaboration took place, positioning TelkomGroup as the digital backbone of an integrated and precision-driven humanitarian mission.

By the first week of January 2026, TelkomGroup officially announced the successful restoration of telecommunications infrastructure, achieving a service availability rate of 99.9%.

Behind this statistical figure lies a story of cross-sector collaboration that has reshaped how the state responds to crises. This being an orchestration in which Danantara acts as the conductor of development, while Telkom provides connectivity as a fundamental right for post-disaster communities.

The crisis in Sumatra became the first litmus test of Danantara's effectiveness in orchestrating SOE synergy. Under the previous model, state-owned companies often operated independently with bureaucratic coordination. Under Danantara's umbrella, disaster response has been executed through a more organic, single-command structure.

Danantara's Chief Operating Officer, Dony Oskaria, emphasized that the role of SOEs in post-disaster contexts has shifted from merely providing aid to becoming integrated agents of development.

A joint field visit with the President of the Republic of Indonesia to Aceh Tamiang in early January 2026 reaffirmed Danantara's position in ensuring that every SOE investment in disaster-affected areas—whether physical or digital—creates a multiplier effect for local communities.

"SOEs have a responsibility to stand with communities not merely as a symbol of state presence, but as a form of systematic and tangible action. Through this orchestration, we ensure that there is no overlap of resources, allowing recovery to proceed faster and more precisely," Dony stated while leading the preparedness assembly of BUMN Peduli Volunteers.

Within the broader recovery framework guided by Danantara, TelkomGroup assumed responsibility as the provider of vital infrastructure. Network restoration across 289 sub-districts in Aceh—the region with the highest level of damage—became the top priority. The challenge was not only technical but also geographical, as many areas were cut off from land access, making conventional infrastructure deployment impossible in the initial days.



A mother affected by the disaster in Aceh enjoying free WiFi facilities and high-speed internet services from TelkomGroup.

In response, TelkomGroup mobilized all its business units simultaneously. Through Telkomsat, satellite-based internet access was deployed to break through information isolation. The use of 18 satellite sites and 768 mobile generator units served as temporary solutions while technical teams repaired damaged fiber optic networks.

President Director of Telkom Indonesia, Dian Siswarini, explained that synchronization with Danantara enabled Telkom to move with greater agility.

“ The synergy between Danantara and SOEs allows for faster and more integrated coordination. This ensures that the benefits we provide, from site recovery to satellite connectivity, are directly felt by communities, even in the most remote parts of Aceh.”

Dian Siswarini
President Director of Telkom Indonesia

By early January 2026, recovery progress in Aceh had reached 95%, while North Sumatra and West Sumatra were declared 99% stable. This achievement was supported by the involvement of more than 2,500 recovery personnel working tirelessly in the field, to restore telecommunications services to full normalcy.

One masterpiece of this collaboration is the development of Hunian Danantara (Huntara), a temporary housing for disaster victims. For Danantara, housing for displaced residents must be more than solid walls and roofs. It must also have a digital lifeline in the form of connectivity. This marks a key difference from disaster responses in previous years.

In the Aceh Tamiang’s Huntara, TelkomGroup built digital infrastructure comparable to urban facilities. A projected 15,000 housing units across three provinces will be equipped with free WiFi as a standard facility. In the initial phase, 28 Access Points (AP) were installed, with a final target of 63 APs managed through a 100 Mbps WiFi Managed Service (WMS).

This step is strategic, as during recovery periods, information is as essential as food. With free WiFi and satellite support, displaced residents can coordinate aid, reconnect with family members, and even continue small-scale online economic activities.

Telkomsel further strengthened this ecosystem by deploying Combat (Mobile BTS) units to ensure stable cellular signals in densely populated housing areas.

The Danantara-Telkom synergy was also evident in humanitarian actions on the ground. On 19 December 2025, 118 TelkomGroup volunteers were deployed to East Aceh and Aceh Tamiang.

The assistance provided was essential and based on field data. A total of 11 truck convoys distributed 10 clean water tanks with a combined capacity of 75,000 liters, along with one ton of baby supplies and wearable clothing.

However, physical recovery alone was not sufficient. Through the “Kita BISA Berbagi” program, TelkomGroup recognized that post-disaster trauma is an invisible yet real wound. In collaboration with employees and the labor union, support was directed toward restoring public facilities.

In Babo and Sulum villages, volunteers conducted community clean-up activities in schools and mosques, installed water pumps, and provided solar-powered lighting.

A trauma healing program for children at SD Jabi-Jabi in Subulussalam became one of the most crucial initiatives. A total of 130 students received psychosocial assistance to help them regain the confidence to return to school.

“We want to be present in a comprehensive way—not only through telecommunications services, but also through humanitarian touchpoints that help communities recover psychologically,” said EVP Telkom Regional 1 Sumatra, Dwi Pratomo Juniarto.

Cumulatively, TelkomGroup’s financial commitment to the recovery efforts exceeded IDR 123.23 billion. This amount covered emergency infrastructure costs, logistics support, volunteer operations, and compensation policies for affected customers.

For Danantara and Telkom, this figure represents not merely operational expenditure, but a social investment to safeguard national resilience. Bill relief and compensation policies for customers in Sumatra during the December 2025–January 2026 period further demonstrated that public service orientation remains a top priority amidst crisis.

The success of this orchestration in Sumatra now serves as a blueprint for future disaster management. The collaboration between Danantara as the strategic conductor and TelkomGroup as the digital infrastructure executor has set a new standard. That post-disaster recovery must be holistic—encompassing physical, digital, and psychosocial dimensions. ■

Telkom Indonesia's Green Strategy

Decoupling Data Traffic and Carbon Footprints Towards Net Zero Emissions 2060



Telkom is committed to developing independent renewable energy sources through the installation of solar panels at various tower sites and data center buildings.

The accelerating pace of digitalization brings a clear consequence: every gigabyte of data flowing through telecommunications networks can generate real environmental impacts.

PT Telkom Indonesia (Persero) Tbk fully recognizes that rising data traffic must not be accompanied by escalating carbon emissions. Through integrated strategic measures, Indonesia's largest telecommunications company is accelerating decarbonization to ensure both business and planetary sustainability progress hand in hand.

Telkom Indonesia's Vice President of Sustainability, Gunawan Wasisto, stated that decarbonization is no longer a peripheral program but has become the core of the company's sustainability strategy.

For Telkom, emissions are an unavoidable residue of daily operations, from customer services to data processing in data centers. However, Gunawan

emphasized the company's strong ambition to decouple business growth from emissions growth.

"Increased traffic must not be followed by a larger carbon footprint. That is why implementing a decarbonization strategy is crucial," he said.

He further explained that this priority is driven by multi-stakeholder demands. Global investors are increasingly selective, filtering companies based on Environmental, Social, and Governance (ESG) scores. At the same time, customers and the public are becoming more climate-conscious. Beyond that, there is also a strong business efficiency motive.

"By implementing decarbonization initiatives, we expect long-term benefits. For example, we can reduce operational burdens and minimize future carbon tax liabilities. We won't have to pay significant carbon taxes if we remain within established limits," Gunawan added.

Decarbonization Levers

Energy Saving & Equipment Modernization	Electrification	Renewable Energy and Energy Storage	REC / PPA	Carbon Offset	Government Initiatives
<p>Implementation of energy efficiency technologies</p> <ul style="list-style-type: none"> 1. Improving Energy Efficiency <ul style="list-style-type: none"> Lighting efficiency Cooling management system 2. Technology & Equipment Modernization 	<p>Transition from fossil fuels to electricity</p> <ol style="list-style-type: none"> Electrification <ul style="list-style-type: none"> Replacement of diesel generators with electricity supply from PLN Electric Vehicle (EV) Transition <ul style="list-style-type: none"> Replacement of Internal Combustion Engine (ICE) vehicles with electric vehicles 	<p>Enhancing the utilization of renewable energy</p> <ol style="list-style-type: none"> Renewable Energy Adoption <ul style="list-style-type: none"> Solar PV installation Use of hydrogen fuel cell generators Energy Storage <ul style="list-style-type: none"> Power backup systems using lithium batteries 	<ul style="list-style-type: none"> Utilization of Market-based Instruments to Reduce Electricity-related Emissions (Scope 2) Renewable Energy Certificate (REC): Claiming the use of renewable energy from the power grid 	<ul style="list-style-type: none"> Utilization of Market-based Instruments to Reduce Residual Greenhouse Gas (GHG) emissions Carbon Credit: Rights to emit a certain amount of CO₂e or GHG emissions, obtained through: <ul style="list-style-type: none"> Purchasing carbon credits via carbon exchange organizers Partnerships to implement Nature-Based Solutions (NBS) initiatives 	<p>Reduction of Electricity Emissions through Renewable Energy Transition (PLN)</p> <p>Grid emissions are projected to decline with increased use of solar PV, wind, and hydropower in line with the Electricity Supply Business Plan (RUPPL) and the National Electricity General Plan (RUKN).</p> <ul style="list-style-type: none"> Emission Reduction from Biodiesel Blending The Ministry of Energy and Mineral Resources of Indonesia plans to implement Biodiesel Blends of 5% in 2025, 2% in 2026, and 7% in 2027. Refrigerant Replacement The Ministry is developing I-NCAP as a sustainable cooling roadmap aimed at reducing energy consumption and emissions through the use of low-GWP refrigerants in buildings and mobile cooling systems by 2028.

We categorize decarbonization levers into six main categories: energy efficiency & equipment modernization, electrification, renewable energy & energy storage, REC/PPA, carbon offset, and government initiatives (PLN & the Ministry of Energy and Mineral Resources).

To navigate its journey toward Net Zero Emissions (NZE) by 2060, Telkom has formulated a Climate Transition Plan consisting of six decarbonization strategies. These strategies address all aspects, from hardware efficiency to carbon market mechanisms.

One major challenge in renewable energy implementation is the high upfront investment cost. Gunawan acknowledged that financial constraints often hinder companies. To address this, Telkom has adopted innovative cross-sector collaboration models.

At the Hyperscale Data Center in Cikarang, Telkom partnered with a subsidiary of Pertamina to implement renewable energy solutions. The business model is structured so that Telkom does not bear the full upfront investment but instead pays on a pay-per-use basis.

“Our partner makes the investment, and we pay according to usage. This helps distribute risk, given the high initial investment in renewable energy. In the long run, however, it remains sustainable,” he said.

A similar strategy is being implemented in Batam through collaboration with Medco to provide gas-based clean energy. According to Gunawan, such partnerships are crucial to easing early-stage cost burdens while awaiting more economical renewable energy technologies in the future.

Gunawan reassured that Telkom’s decarbonization commitment is not merely rhetoric. The company regularly publishes an annual Sustainability Report that includes group-wide emissions calculations covering Scope 1, Scope 2, and Scope 3 emissions.

To ensure data credibility, Telkom engages independent external verification bodies. “This ensures that our calculations are accurate and follow internationally recognized methodologies,” he affirmed.

With this strong data foundation, Telkom can monitor whether its initiatives remain on track.

Telkom has set 2023 as its baseline year. Its short-term target is ambitious: a 20% emissions reduction by 2030. Gunawan explained several key milestones to be achieved in this period.

The first one is device efficiency, which means 10% reduction in energy consumption through intelligent cooling systems and mobile devices. Second, at least 10% of data center energy consumption is sourced from renewable energy. Meanwhile, the third milestone is achieving a minimum solar panel capacity of 14 megawatt-peak.

Looking ahead to 2040, Telkom has set an even more challenging goal. “By 2040, we aim for 100% of our operational vehicles to be EVs,” Gunawan explained.

Interestingly, Gunawan noted that Telkom’s emissions trend mirrors global patterns. He predicts emissions may continue to rise slightly until reaching a peak in 2025 due to post-pandemic data traffic surges. However, after 2026, he is optimistic that emissions will gradually decline in a consistent downward trend.

Despite this optimism, Gunawan acknowledged regulatory challenges. Although the government has begun introducing decarbonization policies, he believes these should be accompanied by stronger incentive and disincentive (punishment) mechanisms.

“These policies must include firm penalties. If companies generate significant carbon emissions, they should face higher taxes or additional costs. That would push all companies to be more consistent in reducing emissions,” he stated.

Gunawan emphasized that Telkom’s current steps mark the beginning of a broader transformation. The six decarbonization strategies now underway are expected to form a solid foundation for Telkom. Not only positioning Telkom as a telecommunications industry leader, but also as a pioneer in Indonesia’s green economy.



“At the very least, what we are doing today is the first step toward something much bigger on the path to Net Zero.” ■

Gunawan Wasisto
Vice President of Sustainability
Telkom Indonesia



Marfani Hasan on Telkom's Contribution to Post-Disaster Recovery in Aceh and Sumatra

Field Personnels Showed Extraordinary Dedication

Marfani Hasan, Vice President of Connectivity Services and Budget Management at PT Telkom Indonesia (Persero) Tbk, described the remarkable dedication of TelkomGroup in restoring telecommunications infrastructure following the disaster in Sumatra and Aceh.

Marfani explained how the company applied a "no limitation" principle to overcome geographical isolation, ranging from mobilizing hundreds of generators to strategic collaboration with the Indonesian National Armed Forces and the National Disaster Management Agency to ensure that cellular services could be fully restored for affected communities.

He also outlined Telkom's future strategy to realize a "zero isolation" vision, including strengthening submarine cable infrastructure and utilizing portable satellite technology as an emergency solution ready to be deployed in disaster-prone areas. Through an approach that prioritizes humanitarian missions above business interests, Telkom not only focuses on technical network restoration but also actively contributes to the economic recovery of affected communities.

How fast and effective was Telkom's infrastructure recovery after the disaster in Sumatra and Aceh?

Currently, telecommunications services in the affected areas can be considered 100% restored. Since mid-January, service availability has reached above 95%. In fact, TelkomGroup's network conditions began stabilizing by the second week of January, although the monitoring period was extended by another two weeks to ensure that all services were fully stable.

On January 27, the crisis management center team was officially dissolved, and operations were returned to the respective business units as conditions had returned to normal.

Which facilities were prioritized by Telkom to ensure public services could continue operating?

Telkom prioritized restoring the transmission system, both intercity transmission and the transmission from data centers to end users, as this network functions as the backbone of communication.

Considering the severe power outages and widespread damage to homes, Telkom prioritized restoring mobile services before fixed-line services such as IndiHome. Mobile services were considered the most effective way to quickly reach affected areas, including districts and villages.

Was there a priority hierarchy in restoring services on the ground?

Yes, Telkom implemented a priority scale aligned with government directives. After the main transmission network was reconnected, the first priority was to restore cellular services across villages, which was completed in about two weeks. The second priority targeted remote areas and temporary housing (Huntara). In urban areas, Telkom selected 400-500 of the most critical base transceiver stations (BTS) out of thousands to be activated first using generators and batteries. This is to ensure communities still had access to basic communication signals.

How did TelkomGroup coordinate internally with subsidiaries such as Telkomsel and Mitratel during the emergency response?

TelkomGroup implemented its disaster recovery plan and activated the Crisis Management Team (CMT) one day after the disaster occurred. The team was led directly by the TelkomGroup Chief Technology Officer. Each subsidiary and regional office also established its own CMT post connected to a centralized command system.

Daily coordination meetings (daily huddles) were conducted to determine network recovery priorities, distribute technical logistics, and coordinate humanitarian assistance.

What were the biggest challenges faced by Telkom teams in the field?

The biggest challenge was geographical isolation caused by landslides and damaged roads, particularly in areas such as Nias, Gunungsitoli, and Takengon, as well as infrastructure damage caused by mud floods, such as at the Kuala Simpang Automatic Telephone Exchange. To overcome this, Telkom applied the "no limitation" principle.

The company mobilized around 500 generator units via land transport, chartered ships, and collaborated with the TNI and BNPB to airlift equipment using helicopters.

In several landslide areas, technicians even had to walk 10–15 kilometers to reconnect fiber optic cables that had been severed in dozens of locations.

How did Telkom manage personnel in the field during the emergency?

Human resource management was particularly challenging, as many technicians' families were also affected by the disaster, and one partner worker tragically lost his life in a vehicle accident while on duty.

To address this, Telkom established special operational posts where personnel could rest properly. Work rotation schedules were also strictly regulated to prevent fatigue. Telkom noted that field personnel demonstrated extraordinary dedication and a strong spirit of service in restoring the network.

How does Telkom manage emergency funding allocation in the midst of this large-scale disaster?

Although Telkom has a routine network maintenance budget, this disaster required the use of strategic reserve funds dedicated entirely to humanitarian missions.

The company prioritized rapid cash availability in the field to support operational costs, logistics distribution, and transportation rentals without strict spending limitations.

Did Telkom use technologies such as AI or data analytics in responding to the disaster?

Yes, Telkomsel used autonomous network-based tools to quickly detect affected BTS sites and analyze the number of people who had lost signal in specific areas. This data helped determine priority repair locations more accurately. However, Telkom does not focus on predicting natural disasters such as earthquakes or weather events, as this falls outside its expertise. Nevertheless, Telkom's Internet of Things (IoT) infrastructure can support institutions such as the Meteorology Climatology and Geophysics Agency in connecting earthquake and tsunami sensors.

Beyond technical recovery, what actions did Telkom take to support social and economic recovery?

Socially, Telkom established mobile phone charging stations, provided clean water, and distributed food and health assistance in collaboration with NGOs.

For long-term recovery, Telkom contributed to the construction of temporary housing equipped with free Wi-Fi, provided trauma healing services, and distributed free airtime or special tariffs.

These efforts aimed to reduce operational costs for residents—especially small traders—allowing them to resume online economic activities for approximately six months.

What is Telkom's long-term strategy to prevent regions such as Aceh and Sumatra from becoming isolated during future disasters?

To achieve zero isolation, Telkom has two long-term strategic commitments. First, the company is building a new submarine cable route from Batam to Sumatra as an integrated backup in case land cables are disrupted by earthquakes or landslides. Second, Telkom is strengthening satellite technology, including portable ground stations such as Starlink as a final line of defense.

Telkom has now positioned hundreds of satellite units in disaster-prone areas, allowing networks to be activated locally during emergencies without waiting for equipment shipments from Jakarta. ■



■ Telkom providing emergency charging station services in disaster-affected areas in Sumatra.

▶ Opportunities to Go Beyond the Social Dimension in ESG



Author:

Ivanovich Agusta

Rural Sociologist, IPB University



The social aspect within ESG (Environmental, Social, and Governance) standards in Indonesia holds great promise, as it has long been institutionalized within communities surrounding company operations. Therefore, corporate efforts should not merely aim to comply with social standards, but should strive to go beyond them.

From 2026 through 2032, opportunities for companies to create new ESG achievements are expanding. This is largely because fiscal relations between the central government, regional governments, and villages are tightening. Transfers from the State General Treasury Account to Regional General Treasury Accounts are declining. Reductions in regional budgets (APBD) have also shrunk the Allocation of Village Funds (ADD). Between 2026 and 2032, a significant portion of Village Funds (Dana Desa/DD) will be withheld by the central government as collateral for installments on the Village/Subdistrict Cooperative National Strategic Project (PSN-KDKMP).

From the central government itself, the Village Fund ceiling declined from IDR 71 trillion in 2025 to IDR 60 trillion this year. More importantly, in 2025 actual disbursement amounted to only IDR 60 trillion, and this year only IDR 25 trillion has actually reached Village Treasury Accounts (RKD). The drought in village funding

is expected to continue, with disbursement projected at only IDR 4.5 trillion annually between 2027 and 2031, before increasing to IDR 39.5 trillion in 2032. Normal disbursement is expected to resume only in 2033.

In previous years, average Village Budget (APBDes) revenue from the private sector accounted for less than 1 percent of approximately IDR 1.6 billion per village. Currently, APBDes values have fallen to around IDR 900 million per village, and are expected to decline further to IDR 600 million per village next year.

Inevitably, fiscal tightening at both regional and village levels signals a growing need for alternative funding sources, which is private sector involvement. This means companies have a six-year window of opportunity to ensure their ESG contributions create real impacts for communities. Corporate ESG initiatives (especially in the social dimension) have a great chance to be welcomed by regional governments and village communities.

Once companies recognize this heightened receptivity, what is needed is accurate field-level data, accompanied by the right paradigm to transform data into actionable information for empowerment. Unlike national or regional analyses that rely on macro data, corporate programs on the ground must be based on micro-level data—by name and by address.

Indonesia currently has six types of micro-level data, namely Integrated National Social Economy Data (DTSEN) managed by Statistics Indonesia (BPS), Social Economy Registration (Regsosek) under Ministry of National Development Planning/Bappenas, Data for the Acceleration of Extreme Poverty Eradication (P3KE) under the Coordinating Ministry for Human Development and Culture, Family Data Collection (PK) by BKKBN, Integrated Social Welfare Data (DTKS) managed by Ministry of Social Affairs and Village SDGs data managed by Ministry of Villages and Development of Disadvantaged Regions.

Among these datasets, only the Village SDGs data can be managed, or at least accessed, directly by the villages themselves. The other micro datasets are fully controlled by national ministries and agencies, including data processing and beneficiary targeting.

To generate information that is genuinely beneficial for communities, data compilation should employ participatory methods. The Village SDGs participatory census begins with training enumerators drawn from local residents, ensuring data validity. Data processing at the neighborhood (RT), community (RW), and village levels is conducted collectively, allowing group dynamics to support validation and verification. Data are uploaded into the Ministry of Villages' system, enabling processed results to be publicly accessed via the Village Information System (SID) website. Companies should begin monitoring village conditions at this stage.

“ This means companies have a six-year window of opportunity to ensure their ESG contributions create real impacts for communities. Corporate ESG initiatives (especially in the social dimension) have a great chance to be welcomed by regional governments and village communities.

Dr. Ivanovich Agusta

Once data are transformed into tables or graphs detailing problems and potentials at the RT level, development decisions are made through village

deliberation forums (musyawarah desa). Transparent and publicly accessible data via SID aim to reduce elite capture in decision-making. Village residents, local activists, and company representatives attending village meetings can rely on real village data as the basis for rational argumentation.

This process of rational deliberation closely reflects deliberative democracy as envisioned by Jürgen Habermas, where decisions emerge from rational consensus on shared needs, rather than pressure from elites or particular interests.

Interestingly, despite widespread digitalization in Indonesian villages, average annual spending on telematics infrastructure nationwide is only about IDR 10 billion, with IDR 8 billion allocated for applications. Yet field interviews frequently reveal that village deliberations recognize a greater need for telematics infrastructure—especially in remote villages that are difficult to access by land, sea, or air.

A bottleneck arises because local governments fear accountability issues related to internet usage expenditures, which could be flagged by auditors such as inspectorates, BPKP, or BPK. Without clearly identified beneficiaries, internet subscriptions are often viewed as potential corruption findings.

As a result, internet access is frequently limited to the village head's office rather than extended to outlying hamlets. Digital village development often relies on village-generated revenue (PADes) or remittances from successful migrant villagers.

This is precisely where PT Telkom Indonesia (Persero) Tbk has an opportunity to meet villages' telematics needs. Villages in Java still require telematics access in hamlets hidden behind hills, while outside Java the demand is even greater—particularly in remote villages, outermost islands, and archipelagic communities.

To multiply achievements in the “S” dimension of ESG, telematics support for villages should be institutionalized through village deliberation forums, and subsequently implemented and maintained collectively through mutual cooperation (gotong royong). ■



Telin's Sustainability Vision on the Global Stage

Contributing from Minahasa to America



Telkom Indonesia International (Telin) implementing the Naru Jakarta 2025 Program in collaboration with Yayasan Pita Kuning Anak Indonesia by delivering support to children with cancer.

Today, in the telecommunications industry, the world—from major investors to customers in remote areas—is increasingly focused on one crucial question: to what extent is a company responsible for the planet and humanity?

For PT Telekomunikasi Indonesia International (Telin), this question is answered through concrete actions that go beyond corporate rhetoric. Under the overarching initiative “Telin for Tomorrow,” the company integrates Environmental, Social, and Governance (ESG) principles into the core of its business strategy.

“For Telin, ESG is part of the company’s strategic program to advance the sustainability agenda. We integrate ESG to strengthen our position as a leading digital infrastructure and platform partner within the global ecosystem,” said G. E. Dhany Widjajanta, SVP Governance & Compliance Group at Telin.

Global trends show a significant shift in paradigm. Citing data from the GSMA and the World Economic Forum, Dhany emphasized that digital infrastructure must now go hand in hand with climate resilience. This is no longer optional, it has become a requirement for remaining competitive.

“Companies are no longer assessed solely by the quality of their technology, but also by their commitment to responsibly managing environmental, social, and governance aspects,” he explained.

In many international negotiations, Telin's partners have also begun to place ESG performance as a key evaluation factor in business collaborations.

For Telin, digital connectivity carries a deeper meaning. "Connectivity does not only link networks, but also empowers lives, inspires people, protects the planet, and strengthens communities," Dhany said optimistically.

One clear example of Telin’s ecological commitment can be seen in its SIAGA NARU (Christmas and New Year preparedness) program series. While many companies focus solely on the surge in data traffic during the holiday season, Telin strengthens the “Tomorrow’s Planet is Protected” pillar through technical and measurable climate mitigation actions.

In Poopoh Village, Tombariri District, Minahasa, for instance, Telin carried out community-based mangrove rehabilitation. Since 2022, the company has planted 26,680 mangrove trees. According to Dhany, the initiative goes beyond simple tree-planting activities.

“This program is designed as a community-based environmental action. We work together with coastal communities and experts, involving local residents in the maintenance process so that the benefits are more directly felt and the sustainability of the program can be maintained,” he explained.

The mangrove planting activity in Minahasa was attended directly by Telin’s leadership ranks. Dhany emphasized that leadership presence in the field plays a key role in shaping organizational culture. “The planting activity symbolizes that sustainability is a shared responsibility that begins with leadership or the tone at the top. It serves as a real example to inspire all employees,” he added.



Telin runs a community-based mangrove rehabilitation program in Poopoh Village, Tombariri District, Minahasa. In 2025 alone, Telin planted 1,500 mangroves.

Telin's social strategy also focuses on economic empowerment through the @EmpowHER program, which targets women in coastal areas by providing entrepreneurship training. Beyond its humanitarian aspect, the initiative also supports the stability of infrastructure ecosystems in local communities.

One implementation took place in Kampung Tua Nongsa, Batam, where Telin collaborated with Universitas Internasional Batam to organize the Women Empowerment through Hygiene & Sanitation Training program for homestay operators in the tourism area. The training involved women from four villages in Nongsa and aimed to improve their ability to manage cleaner and higher-quality homestay services.

This initiative not only enhances community skills but also supports the development of community-based tourism in Kampung Tua Nongsa, which has strong potential in nature tourism, mangrove ecotourism, and cultural tourism. "With improved homestay services and tourism facilities, the area is expected to attract more domestic and international tourists, creating new economic opportunities for local communities," Dhany said.

Telin's humanitarian commitment is also reflected through its collaboration with Yayasan Pita Kuning to support children with cancer in Jakarta. For Dhany, digital performance and profit cannot stand alone. "Business success should not only be measured by technological growth, but also by how it generates positive impacts for both people and the planet," he stated.

The initiative focused on providing psychosocial support and care packages for 25 children battling cancer from underprivileged families.

Since 2007, Pita Kuning has assisted more than 8,000 children and deployed professional social workers to accompany young patients such as Emir

(10), Aldi (6), Aksa (12), and Erlangga (4). For Telin, their presence represents not just material assistance but also a form of palliative support aimed at improving the quality of life of children fighting leukemia.

Global Orchestration from Malaysia to America

As a global player, Telin's biggest challenge lies in orchestrating community development programs across countries with diverse cultures and regulations. During the latest SIAGA NARU initiative, Telin's actions extended to the United States, Taiwan, Hong Kong, Timor-Leste, Singapore, and Malaysia.

According to Dhany, the key to synchronizing these initiatives lies in the spirit of "One Telin". "There is global standardization, centralization, and operational orchestration within an integrated operating model. At the same time, we adapt programs to local social and cultural contexts to ensure relevance and real impact," he explained.

In Malaysia, for example, Telin supports education for undocumented Indonesian children, reflecting the company's sense of responsibility toward the Indonesian diaspora abroad.

"Education is a crucial foundation for opening future opportunities. We hope to contribute meaningfully while strengthening harmonious relationships with local communities where we operate," Dhany added.

Telin also conducted programs in Hong Kong, collaborating with Indonesian Red Cross to provide general health check-ups for 150–200 migrant workers and local residents at St. Paul Convent School.

Meanwhile, in Los Angeles, Telin partnered with the Rotary Club and International Association of Business Communicators to distribute basic food packages to 150 low-income families.

Closing the SIAGA NARU 2025–2026 program series, Dhany delivered a strong message to Telin's global partners: the future of telecommunications is no longer about who is the fastest, but who is the most sustainable and inclusive.

"Telin wants to demonstrate that digital infrastructure development must go hand in hand with building a more sustainable world. We believe that digital technology can become a driving force for creating a greener and more empowered future," he concluded. ■



G.E. Dhany Widjajanta
SVP Governance & Compliance Telin

GoZero% Goes To Yogyakarta

Telkom Greens Mount Merapi, Supports Ecosystem Recovery at Bukit Klangon



Tree-planting activity in a priority area of the Special Region of Yogyakarta as part of the GoZero% Goes to Yogyakarta program at Bukit Klangon, Yogyakarta.

PT Telkom Indonesia (Persero) Tbk has once again brought forward its sustainability initiative, GoZero%. After visiting Medan, Tarakan, Makassar, and Bandung, GoZero% has now arrived in the Special Region of Yogyakarta.

Through its Save Our Planet pillar, Telkom carried out the planting of 500 tree seedlings in the Bukit Klangon area, Sleman. This initiative represents a concrete effort to strengthen green open spaces and environmental resilience in the region.

The event, titled “GoZero% Goes to Yogyakarta,” was held in conjunction with World Tree Day 2025 and Indonesia’s National Tree Planting Month. The activity symbolizes a collective commitment to preserving ecological balance from upstream areas.

Bukit Klangon was selected as a priority location due to its strategic role as a water catchment area and a natural buffer protecting residential communities below.

EVP Telkom Regional III, Rachmad Dwi Hartanto, stated that preserving nature is a moral obligation for business entities.

“Through GoZero% Goes to Yogyakarta, this is an obligation for us to continue preserving nature. We want to ensure that the digital transformation we pursue goes hand in hand with environmental sustainability,” Rachmad said during the tree-planting activity.

The program adopts an integrated ecosystem restoration model. Its objective is to connect hilly areas with public spaces and surrounding regions, thereby creating a cohesive ecological landscape.

The trees planted are expected to deliver long-term benefits. Not only as shade providers but also as stabilizers of soil structure and protectors of groundwater reserves for the people of Yogyakarta.

Beyond reforestation, the initiative also serves as a disaster mitigation strategy. The Yogyakarta region, particularly in hilly areas and along riverbanks, is vulnerable to floods, landslides, and erosion. Tree planting at Bukit Klangon is projected to strengthen soil structure and significantly enhance rainwater absorption capacity.

High appreciation came from the local government. Head of the Environmental and Forestry Agency (DLHK) of the Special Region of Yogyakarta, Kusno Wibowo, stated that Telkom’s initiative aligns with the regional government’s vision. “Planting in upstream and water catchment areas is crucial to maintaining ecosystem balance and safeguarding water resources for future generations,” he said.

Echoing this sentiment, Sleman Regent H. Harda Kiswaya emphasized the direct impact on residents’ quality of life. “Greening initiatives like this improve water absorption capacity. We hope this collaboration between the private sector and the government can continue,” Harda remarked.

Through GoZero%, Telkom aims to build a more environmentally friendly business ecosystem. The planting of 500 tree seedlings in Yogyakarta forms part of the company’s broader ambition to achieve its net zero emission target.

VP Sustainability Telkom, Gunawan Wasisto Ciptaning Andri, reiterated the essence of the movement. “Trees are the lungs of the earth. This World Tree Day momentum must become a turning point to raise awareness that preserving trees means preserving our own lives,” he concluded.

As the activity at Bukit Klangon concludes, great hopes are planted alongside the seedlings—to make Yogyakarta greener, more resilient to disasters, and supported by a well-preserved ecosystem for a sustainable future. ■

TELKOM INDONESIA: CATALYST OF AN INCLUSIVE DIGITAL ECOSYSTEM

Empowering People with Disabilities and Women through the GoZero% Sustainability Strategy

Strategic Foundation: ESG at the Core of the Business



Vision: To become a national sustainability platform through the GoZero% strategy.
Social Commitment: The "Empower Our People" pillar applies the Creating Shared Value (CSV) business model.



Empowering People with Disabilities: "Limitless Potential"



RiseAble:

Business literacy training and digital marketing strategy programs (60 MSMEs run by persons with disabilities in the Greater Jakarta area).



Expandable Heroes:

An intensive eight-module digital mentorship program for 75 selected MSME entrepreneurs with disabilities across Indonesia.



Assistive Technology Innovation:

- i-CHAT: A sign language application implemented in 122 Special Education Schools (SLB-B).
- VR Learning: An immersive learning experience for 200 students with disabilities in Tangerang.



Gender Mainstreaming "The Future is Female"

Highlighting the role of women in leadership and the economy.



Top Leadership:

Dian Siswarini appointed as the first female President Director in 2025.

Female Workforce Statistics



Srikandi TelkomGroup:

A program focusing on Respectful Workplace policies and mental health awareness.



Economic Impact:

740 women have been empowered to become technologically and economically independent.

Key Awards:



INCLUSIVE & DISABILITY-FRIENDLY WORKPLACE (Kemnaker RI)



ASIA ESG POSITIVE IMPACT 2025 (1st Place in the Local Communities Category)



FORBES WORLD'S BEST EMPLOYERS AWARD

Digistar

Telkom's Digital Talent Engine for Indonesia's Future



The rapid pace of global technological transformation has created a major challenge for Indonesia in the form of a widening digital talent gap.

In response, PT Telkom Indonesia (Persero) Tbk is no longer taking a passive approach in searching for capable professionals who can contribute to the industry.

Through the Digistar program, Telkom has implemented a major transformation in its human resource management strategy, shifting from reactive recruitment to building a sustainable talent ecosystem.

VP of HC Culture & Industrial Relations at Telkom, Iwan Setiawan, emphasized that Digistar is designed as an acceleration “engine” to prepare the younger generation to remain relevant to the dynamic demands of the industry. According to him, the success of a technology company is determined not only by its infrastructure but also by the readiness of its people.



“ Digistar serves as a digital talent acceleration ecosystem that prepares young generations to remain relevant to industry needs. We aim to strengthen Indonesia's digital ecosystem by developing a digital mindset, exposing participants to agile ways of working, and building competencies in critical technologies such as AI, cloud, and data.”

Iwan Setiawan
VP HC Culture & Industrial Relations Telkom

Many companies run similar programs to strengthen their image as an employer of choice (Employer Branding). However, Iwan stressed that for Telkom, Digistar is a strategic end-to-end mechanism. The program guides talent from the awareness stage (Digistar Story), competency development (Digistar Class), real work experience (Digistar Internship), to long-term engagement through the Digistar Club.

One of the key innovations ensuring the program's sustainability is the Candidate Relationship Management System (CRMS).

Through this system, participants' potential is objectively mapped into categories such as Potential, High Potential, and Superstar.

“The talents involved are not simply left on their own. Through CRMS, we continuously map their potential. The system allows us to monitor their development and readiness. So when the organization needs specific skills like cybersecurity or data science, we do not have to start from zero,” Iwan explained.

This strategy has proven effective in improving recruitment efficiency. The success of Digistar can be seen in the rising ratio of Telkom's job applicants and the increasing Talent Readiness Ratio. Telkom now has a talent pool that already understands performance expectations and industry dynamics even before officially joining the company.



Breaking Geographic and Gender Barriers

Inclusivity is a key pillar of talent development at Telkom. Iwan revealed that Digistar has reached more than 1,600 universities across Indonesia, including those located in 3T regions (Frontier, Outermost, and Underdeveloped areas). Currently, the Digistar Club has established 12 student chapters at leading universities, including University of Indonesia, Bandung Institute of Technology, Sriwijaya University, and Pattimura University.

Leadership structures within these community chapters are also designed to be inclusive for women. Telkom believes that collaborative leadership transcends gender boundaries. With a data-driven meritocracy system through CRMS, every talent has the same opportunity to rise as a digital “Superstar,” regardless of their domicile or social background.

“We ensure equal access. More than 10,000 participants from outside Java have received access to digital competency development. This reflects our commitment to ensuring that talent development is not concentrated only in major cities,” he added.

Interestingly, the impact of Digistar extends beyond Telkom internally. Iwan explained that the program has become a catalyst for social innovation within

communities. To date, more than 150 innovations have been created by participants, including digital solutions addressing strategic issues such as stunting prevention, sanitation, and MSME empowerment.

Data also shows that 590 Digistar alumni have been absorbed into various industries outside Telkom. This demonstrates that Telkom positions itself as a talent developer for the nation, not solely for its own business interests.

Iwan concluded with a strong message for Indonesia’s young talents aspiring to build careers in the digital sector. He emphasized that Telkom is a place for those who want to create a meaningful impact for the country.

“ Telkom is not just a place to work. It is an ecosystem to learn, grow, and contribute to Indonesia. If you want to develop globally relevant digital skills and grow within a collaborative ecosystem, then Telkom, through Digistar, is the right place,” Iwan said optimistically.

For Telkom, investing in people through Digistar is a long-term investment. By building digital character and collaborative leadership from an early stage, Telkom believes Indonesia will not only become a consumer of technology but also a key player in the global digital economy in the future. ■

Telkom Daycare

and Investing in Indonesia's Future



Indonesia's telecommunications and digital industry is undergoing a fundamental shift. It is no longer merely about competing in technological sophistication. The real challenge has now moved toward human capital management.

As one of Indonesia's largest state-owned enterprises, PT Telkom Indonesia (Persero) Tbk recognizes that long-term business sustainability depends heavily on employee well-being. One evident manifestation of this commitment is Telkom Daycare, a facility positioned as a strategic corporate instrument.

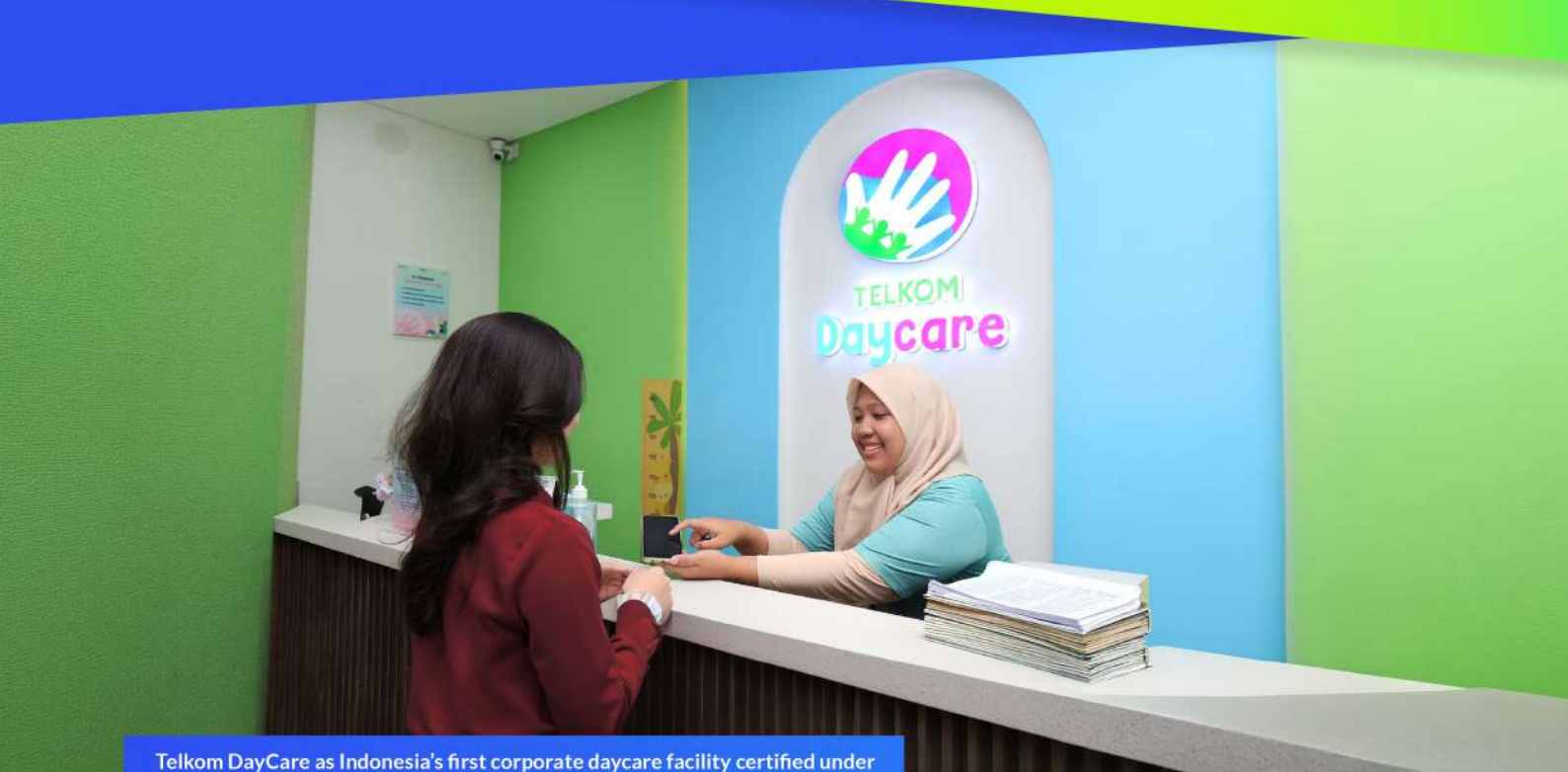
The urgency of providing corporate childcare facilities is driven by significant demographic dynamics. The increasing participation of women in the workforce and the shift toward nuclear family structures in urban areas have created gaps in traditional caregiving support systems.

Telkom Daycare was established to ensure that children receive optimal stimulation during their critical growth period.

"Telkom Daycare is a solution for Telkom employees who have children under six years old. These children receive special attention, particularly in their growth and development processes, including sensory and motoric skills, social interaction, and other fundamental abilities," said Sedy Aditya Kamesvara, Senior General Manager Human Capital Strategic Partner at Telkom, as quoted from Telkom Indonesia Official.

The presence of Telkom Daycare has been warmly welcomed by female Telkom employees who are also mothers.

"At first, I was a bit hesitant and wondered about the quality. But it turns out the facilities are fully equipped, and the staff at Telkom Daycare are professional and certified. So I can work without worry. At the end of the day, when we pick up our children, we also receive a report on their daily activities. So not only can we monitor them throughout the day from the workplace, we also receive a daily report on them," said Aneta Indra, one of Telkom employees who benefits from the Telkom Daycare facility.



Telkom DayCare as Indonesia's first corporate daycare facility certified under the Child-Friendly TARA (Taman Asuh Ceria Anak) standard.

Officially launched at Telkom's Graha Merah Putih Office in Bandung on September 18, 2023, Telkom Daycare made history as the first corporate daycare center in Indonesia to receive the highest-ranking "Taman Asuh Ceria Anak (TARA) Ramah Anak" certification from the Ministry of Women Empowerment and Child Protection.

Telkom's management views this support as having a direct impact on organizational performance. In its official statement, Telkom emphasized that parental involvement in children's development before formal schooling is crucial. The company ultimately plays a role in facilitating this need to maintain employee productivity.

Family-friendly workplace policies have a direct impact on business performance, ranging from reduced absenteeism to improved retention of female talent. At a macro level, such support prevents the loss of intellectual capital caused by employees being forced to take career breaks.

For the company, this represents a long-term investment— a strategic investment in sustainable human resources that supports Indonesia Vision 2045.

The facility is integrated into the GoZero% sustainability framework. Under the "Social" pillar, Telkom focuses on diversity and equality values. In addition, the GoZero% program explicitly emphasizes diversity, equity, and inclusivity principles.

In the highly competitive technology labor market, quality childcare facilities serve as a magnet for top talent.

Children at Telkom Daycare follow a Montessori curriculum. The daycare offers five learning areas: practical life skills, sensorial development, language, mathematics, and culture. In addition, Telkom Daycare supports children's kinesthetic abilities through art, crafts, movement, and music activities.

“ With this daycare, we hope that all working mothers or female employees who are married and especially those with children can contribute more optimally. From a social perspective, we also have specific targets related to this—ensuring that the percentage of women in managerial positions continues to increase. To achieve this, daycare support is one of the instruments that can help us reach that target.”

Gunawan Wasisto Ciptaning Andri
Vice President of Sustainability at Telkom

The quality of Telkom Daycare is ensured through compliance with SNI 9255:2025 on Taman Asuh Ramah Anak (TARA). Caregivers are required to hold competency certifications to guarantee that every interaction is grounded in sound pedagogical principles.

Overall, Telkom Daycare demonstrates that institutional support for childcare is key to creating synergy between corporate economic interests and the collective well-being of the nation. ■

Telkom DigiUp 2026

Transforming Toward an AI-Based Digital Talent Ecosystem



Implementation of the DigiUp Program held at SMK Yadika 13, Bekasi.

As technological acceleration becomes unstoppable, the availability of competent digital talent has become a critical determinant of national economic sovereignty.

In response to this challenge, PT Telkom Indonesia (Persero) Tbk has reaffirmed its commitment through the DigiUp program. Entering its fourth year in 2026, the program is undergoing a transformation. Initially focused on strengthening digital literacy initiatives, DigiUp has evolved into a premier ecosystem for digital talent development, in preparing participants to enhance their quality and readiness for the industrial landscape.

Senior General Manager (SGM) of the Community Development Center at Telkom, Hery Susanto, stated that DigiUp has experienced significant evolution since its launch. The program has expanded beyond merely complementing academic curricula to become a measurable and impactful digital talent development ecosystem.

“Over four years of implementation, DigiUp has grown into a digital talent development program demonstrating positive and sustainable achievements,” said Hery Susanto.

He shared encouraging data. In 2025 alone, 1,289 participants successfully obtained training certifications. According to Hery, this achievement reflects continuous improvements in program design, curriculum development, and mentoring quality delivered by Telkom.

Entering 2026, DigiUp presents a sharper strategic focus. The program is shifting toward strengthening skills in Artificial Intelligence (AI) and Cloud Computing. This move aligns with the national agenda to develop superior human resources capable of responding to rapid technological transformation in the future.

Internal data shows strong participant interest in future technologies. Of last year’s graduates, Digital Marketing still dominated with 480 participants, but AI followed closely with 272 certified graduates. These figures are expected to increase as the updated curriculum is implemented.

“In 2026, Telkom is enhancing DigiUp with AI fundamentals, prompt engineering, and cloud computing basics,” Hery explained.

Beyond curriculum updates, graduation standards have also been raised. Telkom is no longer focusing solely on national certifications but is expanding partnerships with global technology providers.

“The certification scheme has been broadened through globally standardized partnerships with leading vendors such as Google, Oracle, and other global partners to improve graduates’ competitiveness on the international stage,” he said.

Learning from Experience, Strengthening the Ecosystem

DigiUp's first three years provided valuable lessons for Telkom. Hery acknowledged that the most significant learning experience involved accurate participant segmentation and ensuring training materials align with real industry needs. The digital training programs focus on participants' ability to apply modules directly within industrial contexts.

To maintain this quality, Telkom implements strict selection standards for instructors and mentors. "Telkom involves digital industry practitioners according to their respective expertise," Hery emphasized.

The involvement of practitioners ensures that participants gain not only theoretical knowledge but also contextual and applicable experience.

However, the success of a training program does not end with certification. Telkom recognizes the importance of long-term outcome monitoring. Rather than severing ties after training completion, Telkom builds alumni communities through WhatsApp groups to track career progress and share job opportunities.

"Going forward, Telkom plans to strengthen the DigiUp alumni community through professional platforms such as LinkedIn. This initiative aims to facilitate alumni career tracking and expand industry networks," Hery said. This step is expected to increase graduate employment absorption through direct connections with recruiters.

One of DigiUp's unique strengths lies in its inclusive approach. In addition to targeting students, the program actively engages educators through the Indonesia Digital Learning program. Telkom believes teachers are key enablers of sustainable digital transformation in schools.

"This approach creates a significant multiplier effect. Enhancing the capacity of one educator can impact many students over time," Hery explained.

By empowering teachers, the adoption of digital competencies can continue sustainably and equitably without relying solely on direct central intervention.

Furthermore, DigiUp serves as Telkom's instrument to bridge the digital divide between major cities and Indonesia's frontier, outermost, and underdeveloped regions (3T). Through standardized online training methods, talent from remote areas can now access the same curriculum quality as those in the capital city. "Talents from different regions gain equal competency quality and competitiveness," he added.

At the corporate level, DigiUp represents the strengthening of Telkom's Environmental, Social, and Governance (ESG) pillars. From the social perspective, the program enhances employability. From the governance standpoint, it is implemented with transparent performance indicators and accountability. Even from an environmental perspective, digital learning methods are considered supportive of resource efficiency and emission reductions by minimizing physical mobility.

Hery hopes that young talents will not merely become spectators or consumers amidst the rapid growth of the digital economy.

"Telkom's message to participants is to use these competencies as a starting point, not an end goal. They must continue sharpening their skills, adapt to new technologies such as AI and cloud computing, and dare to create solutions," he emphasized.

From a long-term perspective, Telkom views DigiUp graduates as foundational human capital to realize the vision of Golden Indonesia 2045. In alignment with the government's Asta Cita agenda, DigiUp is positioned as a social investment to ensure Indonesia's digital transformation is supported by adaptive and globally competitive talent.

“ For Telkom, DigiUp's success is not measured solely by the number of graduates, but by the solid roles alumni play as drivers of the national digital economy—whether as professionals, innovators, or entrepreneurs.” ■

Hery Susanto
SGM Community Development Center Telkom

Telkom's Wear Cycle Project Initiative Addresses the Challenge of Textile Waste



Women tailors act as creators who transform old Telkom uniforms into new useful products.

The fashion industry and clothing consumption continue to grow rapidly. However, behind this growth lies a hidden environmental crisis that has become a serious threat to both global and national ecosystems.

As a country with a large population, Indonesia faces a significant challenge in managing textile waste, particularly from discarded clothing that is no longer used.

Recognizing the urgency of this environmental issue, PT Telkom Indonesia (Persero) Tbk is committed to actively supporting efforts to reduce clothing waste across the country.

This is because the scale of textile waste in Indonesia is not something that can be overlooked. According to the data released by World Bank and Global Fashion Agenda in 2021, the reality regarding textile waste management in the country is deeply concerning.

The data reveals a surprising fact that Indonesia produces textile waste in fantastic volumes, reaching 3 million tons every year.

Unfortunately, this massive figure contrasts sharply with the low recycling rate. Of the millions of tons of textile waste generated annually, only 1% is successfully recycled.



This stark disparity highlights a major gap in the national waste management system, where the majority of used clothing and leftover fabric ultimately ends up being discarded, polluting the soil and damaging the environment.

In response to these data and the pressing environmental challenge, Telkom launched an innovative sustainability initiative called the “Wear Cycle Project”.

This program adopts an inside-out approach. Focusing on repurposing unused items within the company—specifically old employee uniforms. Through a uniform collection campaign, Telkom Indonesia successfully gathered more than 100 kilograms of used uniforms.

These hundreds of kilograms of unused clothing were donated directly by environmentally conscious employees, particularly those working at Telkom offices in Jakarta and Bandung.

The main mission of the Wear Cycle Project is to add new value to these old uniforms by transforming them into useful new products. The transformation process does not happen instantly, it involves a series of careful and structured production stages.

The transformation process begins with sorting materials that are still suitable for reuse. Later, it was followed by precise measurements. Then, enters the design and sewing stages to create aesthetically pleasing products.

Undeniably, this transformation relies heavily on specialized skills. Therefore, Telkom collaborates with a community of women tailors, who play a crucial role in the Wear Cycle Project—both in creative execution and in generating socio-economic impact.

First, the women tailors act as creators, transforming old Telkom uniforms into new and useful products such as laptop sleeves and multipurpose bags.

Second, their involvement represents the social mission of the program. It opens new opportunities for communities to improve their financial well-being through environmentally-friendly initiatives.

Moreover, the participation of this community of women tailors symbolizes equality and sustainability. Their involvement ensures that the Wear Cycle Project is not only about environmental conservation or repurposing old uniforms but also about generating broader social impact. It represents a concrete step by Telkom in supporting sustainability principles alongside gender equality.

“ The involvement of the women tailors’ community is an important part of the implementation of the Wear Cycle Project. In addition to contributing to the reduction of textile waste through the reuse of old uniforms, this program also creates economic empowerment opportunities for communities. Through this initiative, Telkom hopes that environmental conservation efforts can go hand in hand with improvements in social welfare.”

Andriani Natasha Putri
Officer 3 Social Development at Telkom

Through this empowerment effort, Telkom Indonesia demonstrates how an environmental initiative can be closely linked with improvements in social welfare. This concrete step reflects the company’s dedication to creating a better environment while simultaneously supporting the principles of sustainability and gender equality in society.

The Wear Cycle Project may be a small step, but it has the potential to inspire many stakeholders to care about the 3 million tons of textile waste that require solutions each year. ■



More Than Just Work

The Humanitarian Footprint of Telkomers Through the TESA Program



A reforestation initiative carried out by Telkom employees, supporting staff, representatives from the local forestry office, and local residents as part of the Telkom Employee Social Activity (TESA) program in Tegallega Village, Cianjur, West Java.

Through the Telkom Employee Social Activity (TESA) platform, TelkomGroup employees from various business units are no longer focused solely on business performance targets, but also on creating sustainable social and environmental impact.

The TESA program is designed as a bridge for employees to engage in concrete actions. Ranging from disaster mitigation and environmental conservation to community empowerment and improving digital literacy in remote areas. This initiative reflects how the spirit of collaboration at Telkom extends beyond the formal boundaries of the workplace.

Senior General Manager of Social Responsibility at PT Telkom Indonesia (Persero) Tbk, Hery Susanto, emphasized that an employee's value is measured not only by technical competence but also by social sensitivity.

In management reports, Hery reaffirmed Telkom's commitment to integrating digital solutions to enhance community welfare through pentahelix collaboration and the active involvement of employees in volunteer programs.

Siti Ramdhianty

Social Initiatives as an Energy Boost at Work

For Siti Ramdhianty, being an employee at a digital company does not mean being confined to desk routines. Working as Officer 2 Sales and Team Support GS Sumbar Jambi, the 28-year-old has found a channel for self-actualization through the Telkom Employee Social Activity (TESA) program.

One of her most memorable recent engagements was the "Ayo Beraksi 2026" program. This was an environmental sustainability initiative focused on restoring the mangrove ecosystem in Pesisir Selatan, West Sumatra. Dhianty did not merely participate, she also played a role in the event's operational planning.

"The main objective of the event was mangrove planting, but in essence, we wanted to raise community awareness about environmental issues. How mangroves become degraded and what benefits can be derived from them. We introduced this knowledge progressively starting from school-age children," she explained.

"I'm active in TESA because I genuinely enjoy it. I'm passionate about environmental, social, and community-related causes. I appreciate that Telkom facilitates employee involvement. Even though my job desk at the office is different, I want to be deeply engaged in the company's CSR programs," she added.

Her professional expertise in Government Service significantly contributed to the program's smooth execution. Thanks to her experience in coordinating with government institutions, collaboration with local authorities at the social service locations became far more efficient.

Dhianty admitted that her active involvement has also positively impacted her workplace productivity. Rather than feeling exhausted, participating in social initiatives has become a source of renewed motivation.

"The joy carries over. It feels like an energy boost. Collaboration with colleagues and local communities becomes stronger, so work coordination also runs more smoothly," she said.



Siti Ramdhianty

She hopes that TESA's reach will continue to expand, allowing all Telkom employees to experience its positive impact and participate in social initiatives that bring real change to Indonesia's environment and communities.

Chandra Fitrah Sirait

A Humanitarian Mission Through Literacy to the Nation's Remote Corners



Chandra Fitrah Sirait (left)

"I want to distribute books and promote literacy to the most remote parts of the country." This strong vision motivates Chandra Fitrah Sirait, a Network Operation staff member at TIF Jakarta, to actively engage in various remote regions across Indonesia through TESA.

Having been active in social initiatives for five years, Chandra observes a stark educational gap between major cities and Indonesia's 3T regions (Frontier, Outermost, and Underdeveloped areas).

One of the most transformative moments for him occurred during an initiative on Barrang Lompo Island, Makassar, in 2023. There, he discovered that children had not replaced their reading books for years.

"My perspective changed—I became more grateful. I witnessed firsthand how unequal education access is in 3T areas, with limited signal and electricity. The children were incredibly enthusiastic when we brought books. I even taught materials below my own child's level, even though these students were older. This happens because access is not evenly distributed," said the 31-year-old, originally from Teluk Nibung, Tanjungbalai.

He also recalled a meaningful experience when joining a Telkom disaster relief mission to Sumatra. "I taught for two weeks in muddy conditions and helped distribute food supplies. We came with TESA and focused on engaging children so they wouldn't feel bored. We set up temporary schools and distributed 200 books. When the children received them, they were immediately excited, finding comfortable spots to read. I was truly happy to see that," Chandra shared.

As a network specialist, Chandra leverages both his managerial and technical expertise to educate communities about the importance of connectivity. He explains how signals and the internet work to students, village heads, and local MSME actors, empowering them to grow and develop.

Chandra acknowledged that full corporate support—particularly through official leave dispensation for social activities—serves as a crucial catalyst enabling employees to contribute without neglecting their primary responsibilities. He also views TESA as a powerful bonding and networking platform among Telkom employees across Indonesia.

"Without TESA, I wouldn't have met colleagues from various regions. This program really helps expand our network," he said.

"When you know someone who is also active in TESA, it really helps in completing office work," he added.

Looking ahead, Chandra hopes that TESA will reach even more distant and isolated locations. The goal is ensuring that assistance is delivered to communities that truly need it and are difficult to reach. ■

TELKOM'S WASTE MANAGEMENT INNOVATION

Technology Innovation Architecture (The Tech Stack)



BigVision AI (Smart City Solution)

Revolutionizing urban waste logistics using Computer Vision through CCTV.



Real-time Monitoring:

24/7 analysis of waste volume at temporary waste collection points (TPS).



Visual Status:

Red indicator (Full / Requires Immediate Collection) and Blue indicator (Available).



Dynamic Collection:

Waste collection based on actual needs rather than fixed schedules.



Alert System:

Automatic notifications sent to officers via Telegram and WhatsApp.



“Through the use of BigVision AI, we help local governments leverage AI, CCTV, and IoT to monitor waste collection points in real time and optimize waste transportation, making waste management more efficient.”

Dr. Komang Budi Aryasa
EVP Digital Business & Technology of Telkom



73% (166.9 tons) of fiber optic cable waste diverted from final disposal.

2 Reverse Vending Machine locations processing 3.3 tons or 177,915 plastic bottles.

72,128 modem units repaired or reused.



Circular Economy Implementation

PT Telkom Indonesia (Persero) Tbk transforms infrastructure waste into valuable assets:



Our Action



1st January 2026

Collaboration for the Preparation of Danantara Housing, with Telkom Group Providing Free Telecommunications Access and WiFi.



4th January 2026

Telkom Akses Strengthens its Occupational Health and Safety (OHS) System Through a Confined Space Policy As Part of its ESG Pillar.



7th January 2026

Telkom Mobilizes Assistance and Social Service Activities to Restore Public Facilities in Aceh.



9th January 2026

Telkom Group Successfully Completed Infrastructure Restoration in Sumatra, Enabling Digital Networks and Services to Return to Normal.



23th January 2026

PT Telkom Indonesia (Persero) Tbk Presented its Digital Strategy for Indonesia's Development at the World Economic Forum Annual Meeting 2026 in Davos.



4th February 2026

Telkom Indonesia Collected 332 Blood Bags Through Blood Donation Drives in Bandung, Makassar, and Jakarta.



5th February 2026

AdMedika and TelkoMedika Collaborated to Support the Health Recovery of Disaster Victims in Sumatra.



13th February 2026

Telkom Strengthened Coastal Conservation through Mangrove Planting Activities Conducted by its Top Volunteer Team in Semarang.



14th February 2026

Advancing Environmental Sustainability, Telkom Helped Restore the Ciliwung Ecosystem and Successfully Collected 500 kg of Waste.

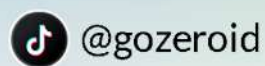


27th February 2026

Telkom Promoted Data-driven Stunting Reduction Efforts by Integrating 1,231 Children into the Stunting Action Hub Platform.



the world in your hand



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The FSC logo is a stylized tree icon with the letters "FSC" underneath it.