

Nomor Surat	Tel.34/LP000/COP-M0000000/2026
Nama Perusahaan	PT Telkom Indonesia (Persero) Tbk
Kode Emiten	TLKM
Lampiran	5
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 16 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.telkom.co.id/sites/hubungan-investor/id_ID/page/laporan-1025 pada tanggal 16 Mei 2026

Apakah Perseroan tercatat di Bursa lain? (Ya)

Jika Ya, maka sebutkan nama Bursa dimaksud

New York Stock Exchange (NYSE)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO ₂ e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	12.288,4
Emisi langsung dari pembakaran bergerak	21.874,1
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	11.905,7
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	46.068,2

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli

Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	2.182.493,3
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	2.182.493,3

Kategori 3: Emisi GRK tidak langsung dari transportasi

Transportasi dan distribusi hulu	51,1
Perjalanan dinas	3.574,7
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	172,6
Perjalanan Karyawan	389,8

Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan

Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	211.750,4
Pembelian Barang dan Jasa	64.796,5
Capital equipment/goods	239.681,5
Limbah yang dihasilkan dalam kegiatan operasional	270,7
Aset Sewaan hulu	77.941,4

Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan

Investasi	268,1
Penggunaan produk yang dijual	1.367.736,8
Perawatan akhir masa pakai produk yang dijual	58,6
Waralaba hilir	0
Aset Sewaan Hilir	833,4
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	1.967.524,6
Total Emisi GRK (Scope 1 and 2)	2.228.561,5
Total Emisi GRK (Scope 1, 2 and 3)	4.196.086,1
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	45.407

E-02	Intensitas Emisi GRK	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	15,2
E-03	Konsumsi Energi listrik	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	2.448.592.668,3
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	2.448.592.668
E-04	Konsumsi Air	Total konsumsi air (m3)	3.728,4
E-05	Limbah yang dihasilkan	Total limbah yang dihasilkan (ton)	41.157,5

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2060
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Tahun 2025 menjadi tonggak strategis transisi TelkomGroup menuju operasional rendah karbon melalui peluncuran Rencana Transisi Iklim. Dokumen ini tidak hanya mengeaskan komitmen iklim TelkomGroup, namun juga menggambarkan perjalanan transisi perusahaan menuju net zero emission pada tahun 2060, berikut strategi utama pencapaiannya. Secara terperinci, Rencana Transisi Iklim TelkomGroup menjabarkan transition pathway menuju operasional rendah karbon, yang dimulai dengan penurunan 20% emisi cakupan 1 dan 2 pada jangka pendek (2023-2030), 40% di jangka menengah (2040-2050), dan mencapai net zero emission di 2060. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/save-our-planet-1115	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	20 %
	411.328,34 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

TelkomGroup telah mengimplementasikan key decarbonization lever yang terangkum di dalam Rencana Transisi Iklim, yang sebagian di antaranya meliputi efisiensi energi, elektrifikasi, energi terbarukan, hingga pemanfaatan instrumen berbasis pasar.

Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/save-our-planet-1115

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	205	44 %	260	55 %
Mid-level	1.116	48 %	1.218	52 %
Senior-level	1.194	64 %	679	36 %
Executive-level	94	86 %	16	15 %
Total Pegawai	2.609	55 %	2.173	45 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	33	69	4	8	0	0	0	0	114
25-35	152	178	974	1.052	83	39	1	0	2.479
35-45	19	13	54	61	348	358	6	1	860
45-55	1	0	81	94	752	279	84	15	1.306
>55	0	0	3	3	11	3	3	0	23

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	410 Pegawai	8 %
Jumlah Pegawai Baru/pengganti	48 Pegawai	1 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	210 Pegawai	4 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
71 jam/pegawai	4.695	98 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	1
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Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
TelkomGroup menjunjung prinsip HAM, seperti non-diskriminasi, kesetaraan gender, dan kesempatan yang sama, dalam seluruh praktik ketenagakerjaan, mulai dari rekrutmen, remunerasi, promosi dan pengembangan karir hingga pengakhiran masa kerja karyawan. Komitmen tersebut dituangkan dalam Peraturan Direktur HCM tentang Respectful Workplace Policy (RWP) yang mengatur pencegahan, penanganan dan mekanisme pelaporan atas kejadian diskriminasi, kekerasan dan pelecehan. Karyawan dapat menyampaikan pengaduan, khususnya yang berkaitan dengan tindakan diskriminatif, melalui berbagai kanal, seperti Telkom Integrity Line sebagai saluran whistleblowing yang terintegrasi dan dikelola oleh pihak independen eksternal, email pengelola RWP, serta unit kerja Human Capital Management. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Telkom menjunjung tinggi praktik bisnis dan hak asasi manusia yang berlandaskan pada rasa saling menghormati, serta memastikan lingkungan kerja yang bebas dari diskriminasi, kekerasan, serta pelecehan fisik maupun psikologis. Komitmen ini diwujudkan melalui kebijakan Respectful Workplace Policy (RWP) yang mengatur mekanisme pencegahan, penanganan, dan pelaporan terkait diskriminasi, kekerasan, dan pelecehan di lingkungan perusahaan. Selain itu, Telkom telah menetapkan prosedur dan panduan keselamatan, manual operasi dengan protokol keamanan terperinci khususnya di lokasi proyek dan menara telekomunikasi, checklist Kesiapan Kerja Aman, serta mekanisme pelaporan insiden yang dijalankan dengan mengintegrasikan prinsip ESG, mencakup keberlanjutan lingkungan, kesetaraan gender, penghormatan terhadap HAM, dan tata kelola usaha yang bertanggung jawab.	

Telkom juga memastikan vendor, khususnya yang terlibat dalam pekerjaan berisiko tinggi, telah memenuhi ketentuan terkait K3 sesuai Pedoman Pengadaan TelkomGroup.

Karyawan dapat menyampaikan pengaduan, khususnya terkait tindakan diskriminatif, melalui berbagai kanal seperti Telkom Integrity Line sebagai saluran whistleblowing yang dikelola pihak independen eksternal, email pengelola RWP, serta unit kerja Human Capital Management.

Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?

Ya

Proses rekrutmen TelkomGroup diatur dalam Peraturan Direktur HCM Nomor: PR.204.06/r.00/HK200/COP-A0300000/2022 tentang Talent Acquisition dan PKB sesuai dengan regulasi ketenagakerjaan nasional, di antaranya UU Cipta Kerja No.6 tahun 2023 dan UU No.8 tahun 2016. TelkomGroup menjunjung proses rekrutmen yang adil tanpa membedakan suku, agama, ras, status sosial, dan gender serta berkomitmen untuk tidak mempekerjakan pekerja anak maupun menerapkan pekerja paksa.

Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?

Ya

Kebijakan pengelolaan keamanan dan keselamatan perusahaan yang dituangkan dalam Keputusan Direksi No. 37 tahun 2010 mengatur penerapan K3 di Telkom dan berlaku bagi seluruh karyawan, karyawan mitra kerja/kontraktor serta pihak lain yang berada di wilayah operasional. Kebijakan tersebut juga menjadi acuan pengembangan dan penerapan SMK3 pada Anak Perusahaan.

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?

Ya

Telkom telah menginvestasikan sebesar Rp169 miliar untuk pemberdayaan masyarakat melalui program CSR. Sepanjang tahun 2025, beberapa capaian utamanya meliputi penanaman 80.800 pohon mangrove, pendampingan perizinan NIB atau PIRT kepada 10.257 UMKM, serta penyediaan dukungan infrastruktur digital bagi 495 sekolah.

Selain itu, Program Pendanaan UMK bertujuan untuk meningkatkan pendapatan UMK melalui pemberian bantuan berupa pinjaman modal dengan tingkat jasa administrasi yang relatif rendah. Kegiatan penyaluran dana dilakukan bekerja sama dengan BRI sesuai Surat No. S-721/MBU/11/2022. Pengelolaan program ini juga diperkuat melalui proses digitalisasi, sehingga memudahkan UMK dalam mengakses pengajuan pinjaman, melakukan pemantauan, serta memperoleh informasi riwayat angsuran.

Selama tahun 2025, Telkom telah menyalurkan pendanaan sebesar Rp50 miliar kepada 1.140 UMK.

Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/csr-1127

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	6	2	3
Direksi	0	7	2	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	8	100 %
Jumlah kehadiran komisaris ke rapat dewan	8	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Apabila Chairman of the Board dimaknai sebagai Komisaris Utama dan CEO sebagai Direktur Utama, Perseroan telah menerapkan pemisahan peran dan fungsi atas kedua jabatan tersebut, yang masing-masing memiliki tugas dan tanggung jawab yang berbeda sesuai dengan kewenangannya. Informasi lebih lanjut terkait hal dimaksud telah diungkapkan dalam Laporan Tahunan 2025 khususnya pada Bab Tata Kelola Perusahaan.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Telkom menerapkan kebijakan self-assessment dalam menilai kinerja Dewan Komisaris. Proses penilaian dilakukan oleh Komite Nominasi dan Remunerasi (KNR) terhadap Key Performance Indicators (KPI) kolegal yang dirumuskan berdasarkan tugas utama Dewan Komisaris, yaitu melakukan pengawasan atas kebijakan dan jalannya pengurusan Perseroan oleh Direksi serta memberikan nasihat kepada Direksi. Pengawasan tersebut mencakup pelaksanaan Rencana Jangka Panjang Perseroan (RJPP), Rencana Kerja dan Anggaran Tahunan Perseroan (RKAP), Corporate Strategic Scenario (CSS), serta kepatuhan terhadap peraturan perundang-undangan sesuai dengan maksud dan tujuan Perseroan. Hasil evaluasi kinerja Dewan Komisaris selanjutnya dilaporkan kepada Pemegang Saham melalui Rapat Umum Pemegang Saham (RUPS).	
Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Proses pengangkatan Dewan Komisaris dan Direksi di Telkom berlandaskan prinsip penghormatan kepada hak asasi manusia (HAM), non-diskriminasi, serta kesetaraan. Pengangkatan anggota Dewan Komisaris dan Direksi di Telkom dilakukan berdasarkan ketentuan Anggaran Dasar dan mempertimbangkan ketentuan lainnya termasuk Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Selain itu, pengangkatan anggota Dewan Komisaris dilakukan dengan mempertimbangkan integritas, pemahaman mengenai masalah manajemen perseroan, dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya, serta persyaratan lain berdasarkan peraturan perundang-undangan.	
Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Proses pengangkatan Dewan Komisaris dan Direksi di Telkom berlandaskan prinsip penghormatan kepada hak asasi manusia (HAM), non-diskriminasi, serta kesetaraan. Pengangkatan anggota Dewan Komisaris dan Direksi di Telkom dilakukan berdasarkan ketentuan Anggaran Dasar dan mempertimbangkan ketentuan lainnya termasuk Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Selain itu, pengangkatan anggota Dewan Komisaris dilakukan dengan mempertimbangkan integritas, pemahaman mengenai masalah manajemen perseroan, dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya, serta persyaratan lain berdasarkan peraturan perundang-undangan.	
Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Sesuai ketentuan Surat Edaran OJK No.32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka dan Sarbanes-Oxley Act ("SOA") 2002 section 406, kami memiliki dan menjalankan kode etik yang berlaku bagi seluruh level organisasi. Salah satunya PD.201.01/r.00/PS150/COP-B0400000/2014 tentang Etika Bisnis di Lingkungan TelkomGroup (Kebijakan Etika Bisnis) yang berisi norma untuk memandu seluruh karyawan dan pemimpin dalam bekerja sehari-hari, termasuk mengatur ketentuan antikorupsi dan penyuapan, serta prinsip kesetaraan dan keberagaman dalam praktik ketenagakerjaan. Langkah Telkom dalam mengelola risiko korupsi dan konflik kepentingan disajikan pada bagian Elevate Our Business, khususnya pada praktik bisnis beretika. Upaya tersebut meliputi penerapan SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP), serta sosialisasi dan pelatihan rutin sebagai bagian dari internalisasi dalam membangun budaya antikorupsi. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Telkom mengikuti standar tata kelola yang diukur melalui ASEAN Corporate Governance Scorecard (ACGS), yang dikembangkan oleh ASEAN Capital Market Forum (ACMF) berdasarkan prinsip OECD. Parameter ini bertujuan meningkatkan kepercayaan investor terhadap perusahaan perusahaan di ASEAN, termasuk Telkom, untuk memperkuat reputasi di pasar internasional. Terdapat empat parameter utama yang dinilai, dimana salah satunya adalah Hak dan Perlakuan yang Adil terhadap Pemegang Saham. Hingga saat ini, TelkomGroup telah menerapkan tata kelola sesuai parameter ACGS, yang setiap tahunnya dinilai oleh penilai independen.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Panduan Tata Kerja Dewan Komisaris dan Direksi (Board Manual) secara spesifik mengatur komitmen seluruh organ tata kelola perusahaan untuk menjaga integritas dan menghindari benturan kepentingan dalam setiap pelaksanaan tugas. Sebagai wujud komitmen tersebut, setiap Anggota Dewan Komisaris menandatangani pakta integritas yang menegaskan kewajiban mereka untuk menjalankan tugas secara profesional dan bebas dari konflik kepentingan. Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	210-219
	E-02	Intensitas Emisi Gas Rumah Kaca	106
	E-03	Konsumsi Energi Listrik	106
	E-04	Konsumsi Air	95
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	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	74
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	74
Sosial	S-01	Kesetaraan Gender	132
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	163-171
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	S-04	Jumlah Pegawai Sementara	163-171
	S-05	Pelatihan dan Pengembangan Pegawai	125-130
	S-06	Jumlah Kecelakaan Kerja	174-175
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	131
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	131
	S-09	Kebijakan Mengenai Hak Asasi Manusia	131
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	122-124
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	133-138
	S-12	Pencegahan Konflik Kepentingan	147-175

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	36-38
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	-
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	39
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	46,47,186
	G-06	Kriteria Khusus Pemilihan Dewan	38-39
	G-07	Kode Etik dan/atau Anti-Korupsi	185-187
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	-
	G-09	Pencegahan Konflik Kepentingan	39

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

☒ Ya ☐ Tidak

☒ GRI

☒ TCFD

☐ CDP

☐ IFRS S1

☒ IFRS S2

☒ SASB

☐ Others, please specify

Assurance dan validasi pihak ketiga

☒ Ya

Nama pihak ketiga	Lingkup pekerjaan
TUV Rheinland Indonesia	Assurance Laporan Keberlanjutan
TUV Rheinland Indonesia	Verifikasi Emisi GRK
TUV Rheinland Indonesia	Assurance Laporan Keberlanjutan
TUV Rheinland Indonesia	Verifikasi Emisi GRK

Demikian untuk diketahui.

Hormat Kami,
PT Telkom Indonesia (Persero) Tbk

Jati Widagdo
SVP Corporate Secretary

PT Telkom Indonesia (Persero) Tbk
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Nama Pengirim	Jati Widagdo
Jabatan	SVP Corporate Secretary
Tanggal dan Waktu	12-05-2026 23:53
Lampiran	1. Surat Pengantar AR dan SR TLKM TB 2025.pdf
	2. TLKM_SR2025_ENG.pdf
	3. TLKM_SR2025_IND.pdf
	4. AR IND TLKM - 12052026.pdf
	5. AR ENG TLKM - 12052026.pdf

Dokumen ini merupakan dokumen resmi PT Telkom Indonesia (Persero) Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Telkom Indonesia (Persero) Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	Tel.34/LP000/COP-M0000000/2026
Issuer Name	PT Telkom Indonesia (Persero) Tbk
Issuer Code	TLKM
Attachment	5
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 16 Mei 2026

The information referred above has been published on the Company's website https://www.telkom.co.id/sites/hubungan-investor/id_ID/page/laporan-1025 at 16 Mei 2026

Is the Company listed on another Stock Exchange? (Yes)

If yes, please state the name of the Exchange in question.

New York Stock Exchange (NYSE)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	12.288,4
Direct emissions from mobile combustion	21.874,1
Direct emissions from processes	0
Direct fugitive emissions	11.905,7
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	46.068,2

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	2.182.493,3
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	2.182.493,3
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	51,1
Business travels	3.574,7
Transportation of clients and visitors	0
Downstream transportation and distribution	172,6
Employee commuting	389,8
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	211.750,4
Purchased goods and services	64.796,5
Capital equipment/goods	239.681,5
Waste generated in operations	270,7
Upstream leased assets	77.941,4
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	268,1
Use of sold products	1.367.736,8
End of life treatment of sold products	58,6
Downstream franchises	0
Downstream leased assets	833,4
Processing of sold products	0

Category 6: Indirect GHG emissions from other sources	
Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	1.967.524,6
Total GHG Emissions (Scope 1 and 2)	2.228.561,5
Total GHG Emissions (Scope 1, 2 and 3)	4.196.086,1
Offsets/Credits	0
REC Purchases (kWh)	45.407

E-02	GHG Emissions Intensity	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	15,2
E-03	Electricity Consumption	Total amount of energy directly consumed (kWh or J)	2.448.592.668,3
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	2.448.592.668
E-04	Water Consumption	Total water consumed (m3)	3.728,4
E-05	Waste Generation	Total waste generated (ton)	41.157,5

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2060
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
In 2025, TelkomGroup reached a strategic milestone in its transition toward low-carbon operations with the launch of its Climate Transition Plan. This document not only reaffirms TelkomGroup's commitment to addressing climate change but also outlines the company's transition plan toward achieving net zero emissions by 2060, along with the key strategies to support this ambition. Specifically, the Climate Transition Plan sets out TelkomGroups's pathway toward low-carbon operations, targeting a 20% reduction in Scope 1 and Scope 2 emissions in the short term (2023-2030), 40% in the medium term (2040-2050), and the achievement of net zero emissions by 2060. Link: https://www.telkom.co.id/sites/sustainability/id_ID/page/save-our-planet-1115	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	20 %
	411.328,34 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

TelkomGroup has also implemented several key decarbonization levers summarized in the Climate Transition Plan, including energy efficiency, electrification, renewable energy adoption, and the use of market-based instruments.

Link sebagai berikut: https://www.telkom.co.id/sites/sustainability/id_ID/page/save-our-planet-1115

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	205	44 %	260	55 %
Mid-level	1.116	48 %	1.218	52 %
Senior-level	1.194	64 %	679	36 %
Executive-level	94	86 %	16	15 %
Total Pegawai	2.609	55 %	2.173	45 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	33	69	4	8	0	0	0	0	114
25-35	152	178	974	1.052	83	39	1	0	2.479
35-45	19	13	54	94	348	358	6	1	860
45-55	1	0	81	94	752	279	84	15	1.306
>55	0	0	3	3	11	3	3	0	23

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	410 Employees	8 %
Number of newly appointed Employees	48 Employees	1 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	210 Employees	4 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
71 hours/employee	4.695	98 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	1
--	---

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
--	-----

TelkomGroup upholds human rights principles, such as non-discrimination, gender equality, and equal opportunities, in all employment practices, from recruitment, remuneration, promotion, and career development to the termination of employees' employment. This commitment is outlined in the HCM Director's Regulation on the Respectful Workplace Policy (RWP), which governs the preventions, handling, and reporting mechanisms for incidents of discrimination, violence, and harassment.

Employees may submit complaints, particularly those related to discriminatory practices, through various channels, including the Telkom Integrity Line--a whistleblowing system managed by an independent external party--as well as the RWP manager's email and the Human Capital Management unit.

Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155

S-09 Does the company has a policy regarding human rights?	Yes
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Telkom upholds business practices and human rights based on mutual respect, while ensuring a work environment free from discrimination, violence, and physical or psychological harassment. This commitment is implemented through the Respectful Workplace Policy (RWP), which regulates prevention, handling, and reporting mechanisms related to discrimination, violence, and harassment within the company.

In addition, Telkom has established safety procedures and guidelines, operational manuals with detailed security protocols particularly for project sites and telecommunication towers, Safe Work Readiness checklists, and incident reporting mechanisms, all of which are implemented by integrating ESG principles, including environmental sustainability, gender equality, respect for human rights, and responsible corporate governance.

Telkom also ensures that its vendors, especially those involved in high-risk work, comply with occupational

health and safety (OHS) requirements in accordance with the TelkomGroup Procurement Guidelines. Employees may submit complaints, particularly those related to discriminatory actions, through various channels such as the Telkom Integrity Line as an integrated whistleblowing channel managed by an independent external party, the RWP management email, and the Human Capital Management unit. Link: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
TelkomGroup's recruitment process is governed by the Director of HCM Regulation No. PR.204.06/r. 00/HK200/COP-A0300000/2022 regarding Talent Acquisition and PKB. This framework aligns with national labor laws, specifically Job Creation Law No. 6 of 2023 and Law No. 8 of 2016. TelkomGroup upholds a fair recruitment process without discrimination based on ethnicity, religion, race, social status, or gender, and is committed to not employ child labor or engaging in forced labor. Link: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
The Company's Health and Safety Management Policy, as outlined in the Board of Directors' Decision No. 37 of 2010, regulates the implementation of OHS at Telkom and applies to all employees, partner/contractor employees, and other parties within the operational area. The policy also serves as a reference for the development and implementation of the Occupational Health and Safety Management System (OHSMS) in Subsidiaries.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Telkom invested Rp169 billion in community empowerment through its CSR programs. Throughout 2025, key achievements included the planting of 80,800 mangrove trees, assistance for 10,257 MSMEs in obtaining NIB or PIRT permits, and the provision of digital infrastructure support for 495 schools. In addition, Telkom's SME Funding Program aims to increase SME income through capital loans with relatively low administrative service fees. The fund disbursement process is carried out in collaboration with Letter No. S-721/MBU/11/2022. The program is also strengthened through digitalization, enabling SMEs to more easily apply for loans, monitor applications, and access installment history information. During 2025, Telkom distributed Rp50 billion in funding to 1,140 SMEs. Link: https://www.telkom.co.id/sites/sustainability/id_ID/page/csr-1127	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	6	2	3
Directors	0	7	2	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
--	--	---

Director Attendance to Board Meetings	8	100 %
Comissioner Attendance to Board Meetings	8	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
If the Chairman of the Board is defined as the Lead Commissioner and the CEO as the President Director, the Company has implemented a separation of roles and functions for these two positions, each of which has distinct duties and responsibilities in accordance with its respective authority. Further information regarding this matter is disclosed in the 2025 Annual Report, specifically in the Corporate Governance section.	
G-04 Does the company has a policy regarding board appraisal?	Yes
Telkom implements a self-assessment policy to evaluate the performance of the Board of Commissioners. The assessment process is conducted by the Nomination and Remuneration Committee (NRC) based on collegial Key Performance Indicators (KPIs) formulated from the primary duties of the Board of Commissioners, which include supervising the policies and management of the Company carried out by the Board of Directors and providing advice to the Board of Directors. This oversight covers the implementation of the company's Long-Term Plan (RJPP), Annual Work Plan and Budget (RKAP), Corporate Strategic Scenario (CSS), as well as compliance with applicable laws and regulations in line with the Company's objectives. The results of the Board of Commissioners' performance evaluation are subsequently reported to the Shareholders at the General Meeting of Shareholders (GMS).	
Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-05 Does the company has a policy regarding board training and development?	Yes
The appointment process for the Board of Commissioners and Board of Directors at Telkom is based on the principles of respect for human rights (HAM), non-discrimination, and equality. The appointment of members of the Board of Commissioners and Board of Directors at Telkom is carried out based on the provisions of the Articles of Association and considers other provisions, including the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises. In addition, the appointment of members of the Board of Commissioners is carried out by considering integrity, understanding of the company's management issues, being able to provide sufficient time to carry out their duties, and other requirements based on laws and regulations.	
Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The appointment process for the Board of Commissioners and Board of Directors at Telkom is based on the principles of respect for human rights (HAM), non-discrimination, and equality. The appointment of members of the Board of Commissioners and Board of Directors at Telkom is carried out based on the provisions of the Articles of Association and considers other provisions, including the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 regarding Organs and Human Resources of State-Owned Enterprises. In addition, the appointment of members of the Board of Commissioners is carried out by considering integrity, understanding of the company's management issues, being able to provide sufficient time to carry out their duties, and other requirements based on laws and regulations.	
Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
In accordance with the provisions of OJK Circular Letter No. 32/SEOJK.04/2015 concerning Guidelines for the Governance of Public Companies and Section 406 of the Sarbanes-Oxley Act of 2022, we have established and implemented a code of ethics applicable across all levels of the organization. Telkom's code of ethics is regulated under several policies, including PD.201.01/r/00/PS150/COP-B0400000/2014 concerning Business Ethics within TelkomGroup (Business Ethics Policy), which provides guidelines for all	

employees and leaders in carrying out daily work activities, including provisions related to anti-corruption and anti-bribery, as well as principles of equality and diversity in employment practices.

Telkom's measures in managing corruption and conflict-of-interest risks are presented in the "Elevate Our Business" section, particularly under ethical business practices. These efforts include the implementation of SNI ISO 37001:2016 Anti-Bribery Management System (SMAP), as well as regular socialization and training programs as part of internalization efforts to strengthen an anti-corruption culture.

Link: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155

G-08 Does the company has a policy regarding equitable treatment of shareholders?

Yes

Telkom adheres to corporate governance standards measured by the ASEAN Corporate Governance Scorecard (ACGS), which was developed by the ASEAN Capital Market Forum (ACMF) based on OECD principles. These parameters aim to enhance investor confidence in companies across ASEAN, including Telkom, to strengthen their reputation in international markets. There are four main parameters evaluated, one of which is Shareholder Rights and Fair Treatment. To date, TelkomGroup has implemented governance practices in accordance with ACGS parameters, which are assessed annually by independent evaluators.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?

Yes

The Board Manual specifically outlines the commitment of all corporate governance organs to uphold integrity and avoid conflicts of interest in the execution of their duties. As part of this commitment, each member of the Board of Commissioners signs an integrity pact, affirming their obligation to perform their responsibilities professionally and free from any conflicts of interest.

Link as follows: https://www.telkom.co.id/sites/sustainability/id_ID/page/kebijakan-esg-1155

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	210-219
	E-02	Greenhouse Gas Emission Intensity	106
	E-03	Electricity Consumption	106
	E-04	Water Consumption	95
	E-05	Waste Generated	90
	E-06	Company Commitment to Achieving Net Zero Emission Target	74
	E-07	Company Commitment to Reduce Emission	74
Social	S-01	Gender Equality	132
	S-02	Employees by Gender and Age Group	163-171
	S-03	Employee Turnover Rate	163-171
	S-04	Number of Temporary Officers	163-171
	S-05	Employee Training and Development	125-130
	S-06	Number of Work Accidents	174-175
	S-07	Human Rights Violation Incidents	131
	S-08	Sexual Harassment and/or Non-Discrimination Policy	131
	S-09	Policy on Human Rights	131
	S-10	Child Labor and/or Forced Labor Policy	122-124
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	133-138
	S-12	Corporate Social Responsibility	147-175

Governance	G-01	Management Diversity and Independence	36-38
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	-
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	39
	G-05	Board of Directors and Commissioners Training Policy	46,47,186
	G-06	Special Criteria for Election of the Board	38-39
	G-07	Code of Ethics and/or Anti-Corruption	185-187
	G-08	Fair Treatment Policy for Shareholders	-
	G-09	Conflict of Interest Prevention Policy	39

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework ☒ Yes ☐ No ☒ GRI ☒ TCFD ☐ CDP ☐ IFRS S1 ☒ IFRS S2 ☒ SASB ☐ Others, please specify										
null										
Third-party assurance and/or validation ☒ Yes										
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">Name of third-party service provider</th> <th style="width: 60%;">Scope of Work</th> </tr> </thead> <tbody> <tr> <td>TUV Rheinland Indonesia</td> <td>Assurance Laporan Keberlanjutan</td> </tr> <tr> <td>TUV Rheinland Indonesia</td> <td>Verifikasi Emisi GRK</td> </tr> <tr> <td>TUV Rheinland Indonesia</td> <td>Assurance Laporan Keberlanjutan</td> </tr> <tr> <td>TUV Rheinland Indonesia</td> <td>Verifikasi Emisi GRK</td> </tr> </tbody> </table>	Name of third-party service provider	Scope of Work	TUV Rheinland Indonesia	Assurance Laporan Keberlanjutan	TUV Rheinland Indonesia	Verifikasi Emisi GRK	TUV Rheinland Indonesia	Assurance Laporan Keberlanjutan	TUV Rheinland Indonesia	Verifikasi Emisi GRK
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TUV Rheinland Indonesia	Verifikasi Emisi GRK									

Thus to be informed accordingly.

Respectfully,

PT Telkom Indonesia (Persero) Tbk

Jati Widagdo

SVP Corporate Secretary

PT Telkom Indonesia (Persero) Tbk

Telkom Landmark Tower, Lantai 51

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Sender Name	Jati Widagdo
Function	SVP Corporate Secretary
Date and Time	12-05-2026 23:53
Attachment	1. Surat Pengantar AR dan SR TLKM TB 2025.pdf
	2. TLKM_SR2025_ENG.pdf
	3. TLKM_SR2025_IND.pdf
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