

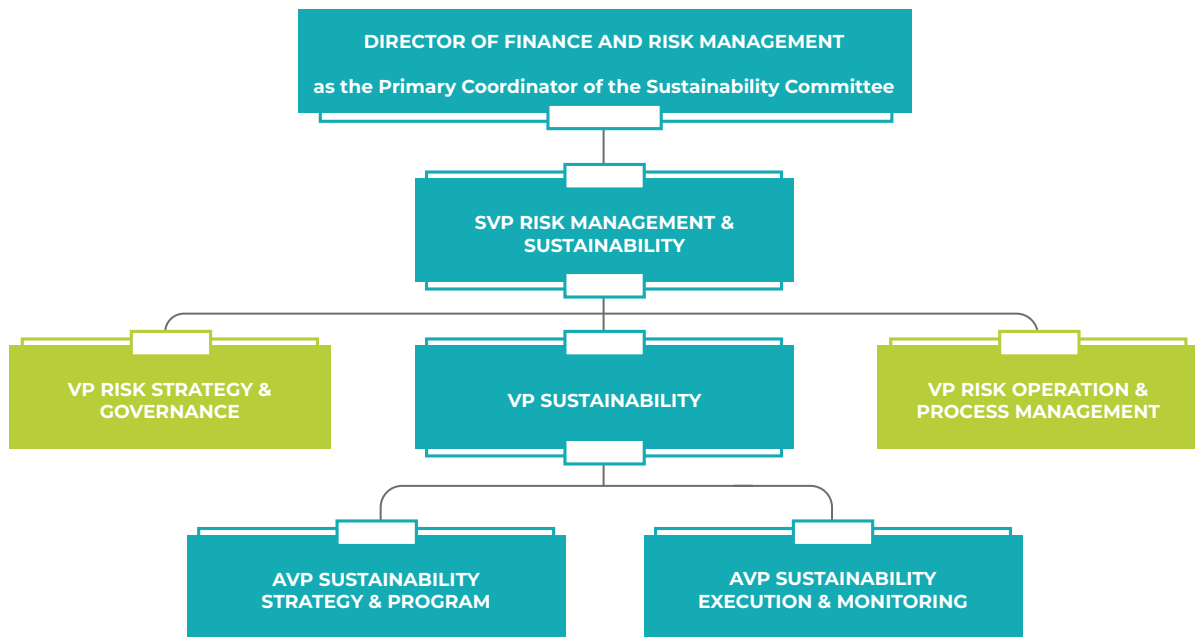
SUSTAINABILITY GOVERNANCE

[2-9, 2-11, 2-12, 2-13, 2-14, 2-25]

Telkom has a management structure that involves the General Meeting of Shareholders (GMS), the Board of Commissioners, the Board of Directors, and various Committees and Divisions. Each organ in this structure has a crucial role in implementing governance through their respective functions, duties, and responsibilities.

Considering the many challenges and risks related to ESG aspects in sustainability practices and ensuring that ESG initiatives are consolidated within TelkomGroup, in the future, the TJSJ Committee will be incorporated into the Sustainability Committee, which manages the implementation of consolidated ESG programs within TelkomGroup.

By the end of 2023, the Directorate of Finance and Risk Management under the Director of Finance and Risk Management has been appointed as the unit that manages Sustainability/ESG within TelkomGroup. The Risk Management & Sustainability Department within the Directorate of Finance and Risk Management is an orchestrator of governance for implementing sustainability initiatives, including ESG aspects. It acts as a Center of Excellence in risk management & sustainability. This regulation is based on the Board of Directors Regulation No. PD.202.47/r.08/HK200/COP-A2000000/2023 related to the Organization of the Directorate of Finance and Risk Management, signed on December 29, 2023.



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

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

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

SUSTAINABILITY STRATEGY [2-22]

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