

[Official Translation]

ESTABLISHMENT OF COMPANY REGULATIONS

DIRECTOR OF HUMAN CAPITAL & GENERAL AFFAIRS

PUBLIC COMPANY (PERSERO)

PT TELEKOMUNIKASI INDONESIA Tbk

- Considering** :
- a. whereas in order to achieve business target of the Company requires Telkom Employees who are superior and talented, having global qualities, culture and high competitiveness to support the creation of center of excellence;
 - b. whereas in order to prepare Employees who are superior and talented, having global qualities, culture and high competitiveness requires development of competence which arranged pursuant to Master Plan of Human Capital and analysis of needs of the Company;
 - c. whereas in relation to the above matters, therefore arrangement and re-perfection of policies concerning development of competence in a Regulation of Director of Human Capital & General Affairs is required.



In view of : 1. Articles of Association of Public Company (Persero) PT Telekomunikasi Indonesia Tbk as announced in the State Gazette of the Republic of Indonesia Number 5, dated 17 January 1992, Supplement of the State Gazette of the Republic of Indonesia Number 210, as amended several times and the latest has been announced in the State Gazette of the Republic of Indonesia Number 63, dated 9 August 2011, Supplement of the State Gazette of the Republic of Indonesia Number 23552;

2. Resolution of the Annual General Meeting of Shareholders (AGMS) dated 11 May 2012, as stated in the Deed of Statement of Resolution of AGMS Number 30 dated 7 June 2012 made by Notary Ashoya Ratam, S.H., M.Kn;

3. Collective Work Agreement IV between the Employee Union of Public Company (Persero) PT Telekomunikasi Indonesia Tbk with the Public Company (Persero) PT Telekomunikasi Indonesia Tbk Number: TEL.50/PS000/UTA-00/2010 and Number: PKB.310/ORG/DPP/SEKAR/2010, Period of Year 2010-2012, dated 24 August 2010;

AFFIDAVIT

This is to certify that I have translated the foregoing from Indonesia to English
That it is true and complete and that I am competent in both languages.

