

REGULATION OF THE DIRECTOR OF HUMAN CAPITAL MANAGEMENT

STATE-LIABILITY ENTERPRISE (PERSERO)

PT TELEKOMUNIKASI INDONESIA, Tbk

Number: PR.206.03/r.01/HK250/COP-B020000/2022

CONCERNING

LEARNING AND DEVELOPMENT MANAGEMENT

DIRECTOR OF HUMAN CAPITAL MANAGEMENT

STATE-LIABILITY ENTERPRISE (PERSERO)

PT TELEKOMUNIKASI INDONESIA Tbk

- Considering:**
- a. whereas in line with the Enterprise's vision of becoming the preferred digital telecommunications provider for advancing the community, and one of the Enterprise's missions being the development of excellent talents that drive the digital capabilities and the digital adoption rate of the nation, and in accordance with the Corporate Strategic Scenario (CSS), it is necessary to undertake a redesign of Learning and Development Management through Learning, Research, and Innovation.
  - b. whereas in accordance with the human capital management strategy, adjustments are necessary



in the management of talent capability provisioning in line with the Enterprise's business needs, while considering the aspects of people, organization, culture, and technology.

- c. whereas the provisions related to Learning and Development Management are currently regulated and established in the Company Regulation Number PR.206.03/r.00/HK250/COP-80200000/2013 dated 12 April 2013, concerning Competency Development, wherein the provisions within the said Company Regulation are no longer in line with current developments and the Enterprise's requirements.
- d. whereas pursuant to the considerations as referred to in points a, b, and c, it is necessary to establish a Company Regulation regarding Learning and Development Management while simultaneously revoking and replacing the Company Regulation as mentioned in point c.
- e. Pursuant to the considerations as set out in point d, it is necessary to establish the Regulation of Human Capital Management Regulation Director concerning Learning and Development Management.



## Article 12

### Initiative Education of the Enterprise

- 1) The implementation of the Enterprise's Education Initiative programs is publicly announced in accordance with the Enterprise's needs and budget.
  
- (2) The general requirements for participants in the Enterprise's Education Initiative programs are as follows:
  - a. Having the status of Permanent Employee;
  - b. The service period of Permanent Employees must be a minimum of 2 (two) years since their appointment as Permanent Employees, as of the cut-off date and month specified by the Enterprise;
  - c. Not currently under a period of moderate or severe disciplinary punishment; and
  - d. The maximum age limit is 40 (forty) years as of the cut-off date and month specified by the Enterprise, for both Master's (Strata-2) and Doctorate (Strata-3) Education programs.
  
- (3) The specific requirements for participants in the Enterprise's Education Initiative programs are as follows:
  - a. The chosen field of study/major must support the Enterprise's needs;
  - b. Any other specific requirements determined by the Enterprise.



- (4) The Enterprise may undertake a selection process for the Enterprise's Education Initiative program for assessment purposes as follows:
- a. Internal Enterprise selection, with requirements stipulated by the HC Business Partner organizing unit;
  - b. Selection in accordance with the provisions of the target higher education institution.
- (5) Employees who successfully pass the Enterprise's selection process as mentioned in paragraph (4) are obliged to sign a commitment statement to participate in the Education and adhere to the applicable provisions.
- (6) The duration of the Enterprise-funded Education Initiative program is as follows:
- a. Maximum of 2 (two) years for Master's (Strata-2) Education program; and
  - b. Maximum of 4 (four) years for Doctorate (Strata-3) Education program.
- (7) The employment status of Employees participating in the Enterprise's Education Initiative program while not detached from work is that of an active Employee with Education status.
- (8) The employment status of Employees participating in the Enterprise's Education Initiative program without detachment from work remains that of a regular active Employee.



- (9) Employees who have completed the Enterprise's Education Initiative program and are detached from work are obliged to fulfill a bond service obligation or work obligation for a period of  $2n+1$ , with the condition that it must be at least 5 (five) years, where  $n$  represents the years of Education, and any excess period of Education is rounded up to the nearest 0.5 (zero point five) years.
- (10) Employees who have completed the Enterprise's Education Initiative program without detachment from work are obliged to fulfill a bond service obligation or work obligation for a period of  $n+1$ , where  $n$  represents the years of Education, and any excess period of Education is rounded up to the nearest 0.5 (zero point five) years.
- (11) The rights and obligations of Employees during and after undergoing Education refer to the provisions as stipulated in Appendix II of this Regulation.



## PERNYATAAN PENERJEMAH TERSUMPAH

Saya, **ANANG FAHKCRUDIN**, Penerjemah Tersumpah di Republik Indonesia berdasarkan peraturan perundang-undangan yang berlaku di Republik Indonesia, dengan ini menerangkan dan menyatakan, sesuai dengan sumpah jabatan saya, bahwa dokumen ini merupakan terjemahan yang benar, setia dan lengkap dari dokumen sumber yang diberikan kepada saya.

*I, ANANG FAHKCRUDIN, a Sworn Translator in the Republic of Indonesia by virtue of the applicable laws and regulations in the Republic of Indonesia, hereby state and declare, under my oath of office, that the foregoing document is a true, faithful and correct English translation of the source document in Indonesian presented to me.*

Jakarta, 14 Agustus 2023



**ANANG FAHKCRUDIN**

Penerjemah Tersumpah [Bahasa Indonesia ke Bahasa Inggris dan Bahasa Inggris ke Bahasa Indonesia]

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