

**PERATURAN DIREKSI
PT TELEKOMUNIKASI INDONESIA
INTERNATIONAL**
Nomor: PD. 168/PS.000/TII-10/IX/2019

TENTANG
PENGENDALIAN GRATIFIKASI PERUSAHAAN

**DIREKSI
PT TELEKOMUNIKASI INDONESIA
INTERNATIONAL,**

MENIMBANG:

- a. bahwa sebagai perwujudan penerapan Etika Bisnis, *Good Corporate Governance* (GCG), dan komitmen untuk mengelola Perusahaan secara profesional, transparan dan konsisten, Telin perlu memiliki Pedoman Pengendalian Gratifikasi;
- b. bahwa Pengendalian Gratifikasi Perusahaan merupakan bagian dari sistem pengendalian internal dalam mencegah penyimpangan dan kecurangan serta memperkuat penerapan prinsip tata kelola perusahaan yang baik;
- c. bahwa Komisi Pemberantasan Korupsi (KPK) melalui surat no: B-33/01-13/01/2014 tanggal 7 Januari 2014 tentang Peran Serta Sektor Swasta dalam Pencegahan Tindak Pidana Korupsi menghimbau Perusahaan untuk tidak memberi atau membiarkan terjadinya pemberian gratifikasi, suap, atau uang pelicin kepada pegawai negeri/penyelenggara negara dan agar korporasi membentuk lingkungan yang bersih dengan meningkatkan integritas, pengawasan dan perbaikan sistem secara berkelanjutan;
- d. bahwa PT Telekomunikasi Indonesia Tbk (Persero) telah memberlakukan Peraturan Direktur Human Capital Management No: PR.209.04/r.00/PS950/COP-A4000000/2016 tentang Pengendalian Gratifikasi telah

**REGULATION OF THE BOARD OF DIRECTORS
PT TELEKOMUNIKASI INDONESIA
INTERNATIONAL**
Number: PD. 168 /PS.000/TII-10/IX/2019

CONCERNING
COMPANY GRATUITY CONTROL

**THE BOARD OF DIRECTORS OF THE COMPANY
PT TELEKOMUNIKASI INDONESIA
INTERNATIONAL,**

CONSIDERING:

- a. whereas as realized application of Business Ethics, *Good Corporate Governance* (GCG), and commitment to manage the Company in a professional, transparent and consistent manner, Telin needs to have a Guideline for Gratuity Control;
- b. whereas the Company Gratuity Control is part of the internal control system to prevent deviation and fraud and strengthen the application of the principles of good corporate governance;
- c. whereas Corruption Eradication Commission (KPK) through document No: B-33/01-13/01/2014 dated 7 January 2014 concerning Role of Industry in Preventing Corruption suggesting Company to not giving or letting circumstance of gratuity, bribery, or extorted money to the employee and to make a clean environment in Company by encouraging integrity, monitoring, and continuous system improvement;
- d. Whereas PT Telekomunikasi Indonesia Tbk (Persero) has enacted the Regulation of the Board Directors of Human Capital Management No: PR.209.04/r.00/PS950/COP-A4000000/2016 concerning Company

diberlakukan di lingkungan Telkom Group pada tanggal 26 Juli 2016;.

- e. bahwa pengaturan pengendalian gratifikasi dirasa perlu untuk diimplementasikan sesuai kondisi perusahaan yang ditetapkan dalam bentuk Peraturan Direksi;

Gratuity Control has adopted in Telkom Group on July 26, 2016;.

- e. whereas the arrangement of gratuity control is deemed necessary to be implemented in accordance with the condition of the company as stipulated in the form of Regulation of the Board of Directors;

MENINGAT:

1. Anggaran Dasar Perseroan yang dibuat dengan Akta Notaris Ny. Liliana Arif Gondokusumo S.H., Nomor 6 tanggal 19 Oktober 1995 sebagaimana terakhir telah diubah dengan Akta Notaris Shella Falianti, SH. Nomor 3 tanggal 11 Juni 2019 yang penerimaan pemberitahuan perubahan Anggaran Dasar Perseroannya telah diterima dan dicatat di dalam database Sistem Administrasi Badan Hukum dan Hak Asasi Manusia Republik Indonesia tertanggal 11 Juni 2019 Nomor AHU-AH.01.03-0203847;
2. Peraturan Direksi Perusahaan Nomor: 56/HK.000/TII-10/III/2017, tanggal 22 Maret, 2017 tentang Board of Directors Charter ("BOD Charter");
3. Peraturan Direksi Perusahaan Nomor PD.254/HK.000/TII-10/X/2017 tanggal 31 Oktober 2017 tentang Pedoman Tata Naskah Dinas Perusahaan;
4. Peraturan Direksi PT Telekomunikasi Indonesia International Nomor: PD.172/HK.250/TII-10/I/2018, tanggal 19 Februari 2018 tentang Pengesahan Kebijakan Pengelolaan GCG Telkom di Telin Group;
5. Peraturan Direksi PT Telekomunikasi Indonesia International Nomor: PD.173/HK.250/TII-10/I/2018, tanggal 19 Februari 2018 tentang Pengesahan Kebijakan Etika Bisnis Telkom di Telin Group;

IN VIEW OF:

1. Articles of Association of the Company made by Deed of Notary Mrs. Liliana Arif Gondokusumo S.H., Number 6 dated October 19, 1995 as already amended most recently by Deed of Notary Shella Falianti, SH. Number 2 dated June 11, 2019, where the receipt of notice on amendment to the Company's Articles of Association was already received and recorded in the database of Administrative System of the Legal Entity and Human Rights of the Republic of Indonesia dated June 11, 2019 Number AHU-AH.01.03-0203847;
2. Regulation of the Board of Directors of the Company Number: 56/HK.000/TII-10/III/2017, dated March 22, 2017 concerning the Board of Directors Charter ("BOD Charter");
3. Regulation of the Board of Directors Number PD.254/HK.000/TII-10/X/2017 dated October 31, 2017 concerning Guideline for Corporate Service Manuscript Arrangement;
4. Regulation of the Board of Directors of PT Telekomunikasi Indonesia International Number: PD.172/HK.250/TII-10/I/2018, dated February 19, 2018 concerning Validation of Telkom's Ethics Policy in Telin Group;
5. Regulation of the Board of Directors of PT Telekomunikasi Indonesia International Number: PD.173/HK.250/TII-10/I/2018, dated February 19, 2018 concerning