



Date: April 2, 2012

Dear Zenikko Sugiarto,

I am very happy to inform you that My Zero Incident Project Team is awarded as 2011 Ericsson RCNA Star Team!

Congratulations to you as the member of this Star Team!

I would like to thank you for the great efforts and contributions you have made as a member of this team during 2011. Your dedication and commitment are truly instrumental to the business success of Ericsson RCNA.

In recognition of your achievement, the company would like to grant you a cash award valued at JPY71500, which will be paid to you shortly. The individual income tax levied from this cash award will be borne by yourself.

Please keep up your good work. I'm looking forward to your continuous contribution to the company in 2012.

Sincerely Yours,

  
Kye Prigg

Head of SDO Japan