



Press Release

ANTAM RECEIVES APPRECIATION OF HUMAN CAPITAL MANAGEMENT SYSTEM IMPROVEMENT

For Immediate Release

Jakarta, October 26, 2015 – PT ANTAM (Persero) Tbk (ANTAM; ASX – ATM; IDX – ANTM) is pleased to announce that the company has received the Indonesia Human Capital Study (IHCS) 2015 in the Appreciation of Human Capital Management System Improvement category. The award was given to companies with effective implementation of human capital management system. The event was held by Dunamis Human Capital and BusinessNews Magazine. The award was received by ANTAM's Finance Director, Dimas Wikan Pramuditho at the Ballroom of Ritz Carlton Hotel Jakarta, on October 22, 2015.

ANTAM's Finance Director Dimas Wikan Pramuditho said:

"The award acknowledges effective human capital management implementation in ANTAM. We realise that the company is currently facing a challenging situation. Nonetheless we remain optimistic in implementing excellent operations, including human resources management. Our participation in the Indonesia Human Capital Study will support the measurement of Human Capital Index Norm in Indonesia, which will be used as a benchmark in the Human Capital Management."

IHCS is comprised of a scope of measurements in the implementation of Human Capital Management System. One of the indicators is Human Capital Index (HCI). Other measurements include employees' perception on Human Capital Management System implementation with indicators of Net Promoter Score (NPS) and Human Capital Score. IHCS also measures the initiatives implementation of human capital management system in 2014, 2015 and 2016.

IHCS evaluates companies with more than 100 employees based on the industry guidelines as stipulated by the Central Agency of Statistics. The IHCS evaluates Human Capital Index (HCI), Companies Net Promoter Score (NPS), Human Capital Score (HC Score), Employee Opinion Survey (EOS) and Human Capital Initiative.

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