



Transformation Journey towards Technology Company

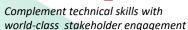


Reorganization for Optimization



Facilitate profitable growth and agility in a competitive environment

"Social License to Operate"



Skills & Talent Shortage

Long term workforce planning focused on diversity & inclusion as well as securing future technical skills

Changing global structures into lean, agile and sustainable operating models through technology

Fewer BUs/divisions, grouping assets by:

- Key regions BHP Billiton
- Commodities Anglo American
- Synergies Rio Tinto

Centralizing "complimentary" business services

- Technical excellence
- Project development

Community

Technology & Innovation

Moving towards becoming more commercially-driven entities Non-core assets separately bundled with the aim to:

- Demerge
- Divest
- Partner

Internet of Things &
Automation are
transformational
improvement for Safety
and due to remote
locations



Influencing & collaborating

Commercial / strategic thinking





Access to resources

Protect capital investments & growth prospects

Sustain productivity & profitability

Aging, male-dominated & culturally under-represented workforce today ...





Aims to raise the proportion of women in its workforce from 17% presently to 50% by 2025

Attracts and develops mining graduates via its Global Education Partnerships Programme

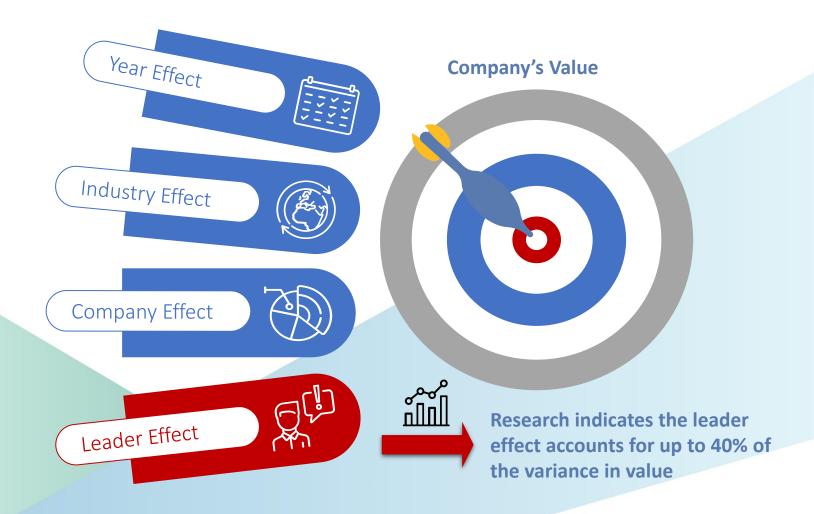
... future supply of talent for the opportunities of tomorrow





Linking strategy to talents – why talents is the most important







Global Talent Mobility is one of the key investments in "Human Capital"



- International assignments as talent investment strategy
- Preparing future leaders ready to lead investee companies in global locations

- Job redesign (digital, multidisciplinary, data-driven)
 - Alternative Talent Pools
 - **Streamlining Mobility Process**

- Laboratory technology
- Digital Career Coach using Al
- Mining Automation



Corporate

Talent Pool

Global Talent Mobility Program







"Super Jobs" incl. talent access & mobility







Technology (Digital Landscape)





Generate **New Business**

- Population comes from multiple diverse business units (~ 60 companies)
- Defining multi skill & competencies of a business leader
- Managing and addressing gaps from BAU to future needs (game changer)
- Accelerating talent development vs exponential business growth

- Inclusive & Diversity learning
- Global Learning Institute
- Leadership Development Program
- Certification Program 5 pillars
- Learning Project Partner Incubator (coding school, vocational school)
- Social Learning Culture

- **Enable Mobile Workforce**
- Analyze various metrics to shortlist top talents

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Talent

Automation

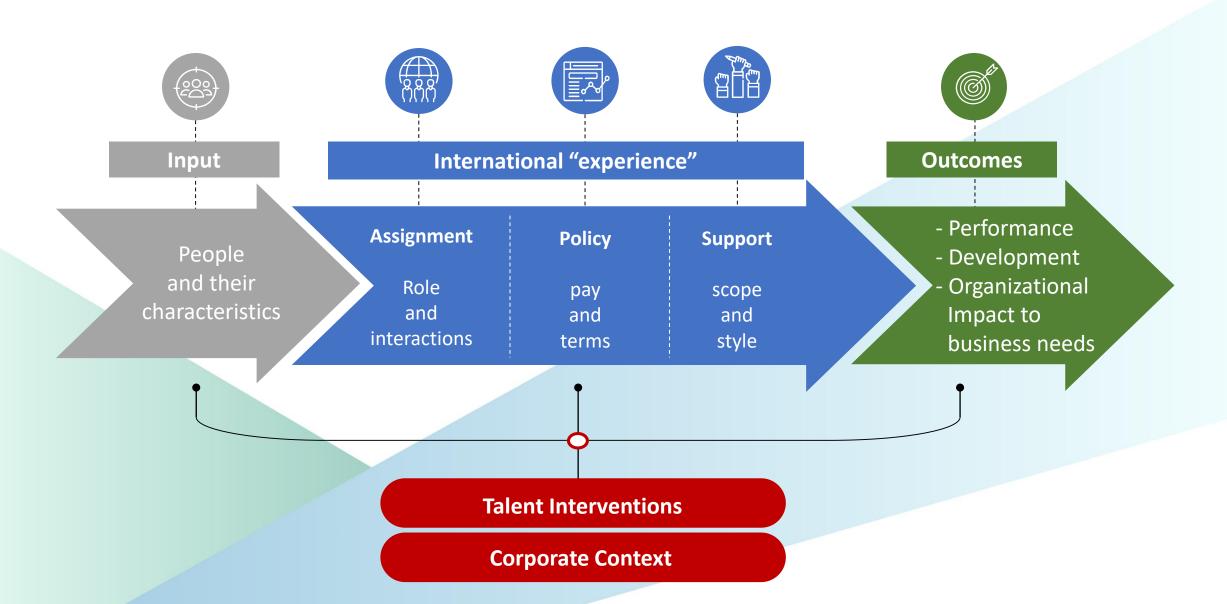
- Real time talent dashboard
- **Automation movement**
- Competencies 'Spotmentor'

10% New Business generated from Development Program Project (i.e. Solar Panel, Cocoa, Cattle Farm, etc.)



Global Talent Pipeline to address Future Business Needs







Key Elements of Global Talent Mobility



International talent investment strategy will ensure that the future leaders of the organisation have the required international experience to deliver the company's global strategy by transferring and acquiring skills and capabilities. This will focus on following questions:

- Objectives & Scheme
 What are the Program Objectives and which schemes that align with it (Full Assignment, Talent Development or Talent Exchange)?
- 2 Strategic locations

 Which host organization that would be the most suitable in supporting this talent mobility program?
- Which leadership level should be the focus for this talent mobility program and the potential impact to the succession planning?



4 Key roles

Which key roles that will be targeted on deploying Sinarmas Mining's best talents?

- Which Talent Pool should be covered for talents selection?
- 6 Cost Review
 What is the estimated cost for this program?



Talents Journey on embarking the Global Talent Mobility



Pre-International Assignment

Support

 Family approval & support and arrangement



Language preparation

 Enhance language capabilities if the destination country has different language



Visa Application

 Get advice and preparation of visa (some countries require language examination)



Logistics Arrangement

- Settling in preparation, collaborate with corporate HR
- Home & School Information



Pre-Departure Briefing

 Receive Pre-Introduction on the necessary information (roles, culture, etc.)

During International Assignment



Post-Arrival Orientation / Onboarding

- Stay close to local buddy
- Aware of information about new host country's culture & habits



Maximize Learning & Experience

- Stay close to Talent Management for successful integration
- Strive to deliver best results for optimum learning & experience



Personal Taxation

 Taxation preparation and filling with the help of the company's tax advisor

Post-International Assignment



Off boarding

- Well aware of the timeline, to prepare best arrangement including family repatriation
- Complete performance evaluation



Logistics arrangement

- Shipment of household goods
- Accommodation contract closure



Reintegration

- Collaborate with Talent
 Management for development planning & monitoring
- Knowledge & experience sharing





Thank you