Avian Raih TOP Human Capital Awards 2026, Perkuat Komitmen Membangun Sustainable Human Capital	**Avian Wins TOP Human Capital Awards 2026, Reinforcing Its Commitment to Building Sustainable Human Capital**
Surabaya, 16 November 2026 — PT Avia Avian Tbk (Avian Brands) berhasil memperoleh pengakuan atas komitmennya dalam pengembangan sumber daya manusia melalui ajang TOP Human Capital Awards 2026. Dalam ajang penghargaan yang diselenggarakan oleh TopBusiness pada 29 Oktober 2026 di Hotel Raffles Jakarta, Avian berhasil meraih predikat TOP Human Capital Awards 2026 #4 Stars. Penghargaan ini menjadi bentuk apresiasi atas upaya perusahaan dalam mengembangkan dan mengimplementasikan Human Capital Management System (HCMS) untuk mendukung kinerja serta pertumbuhan bisnis yang berkelanjutan.	**Surabaya, November 16, 2026** — PT Avia Avian Tbk (Avian Brands) has been recognized for its commitment to human capital development at the TOP Human Capital Awards 2026. At the awards ceremony organized by TopBusiness on 29 October 2026 at Hotel Raffles Jakarta, Avian Brands received the TOP Human Capital Awards 2026 – 4 Stars distinction. The award recognizes the Company's efforts in developing and implementing a Human Capital Management System (HCMS) to support performance and sustainable business growth.
Selain penghargaan untuk perusahaan, Robert Christian Tanoko selaku Direktur Operasional dan Pengembangan PT Avia Avian Tbk juga menerima penghargaan The Most Committed Human Capital Leader 2026. Pengakuan ini mencerminkan pentingnya komitmen dan dukungan pimpinan dalam mendorong pengembangan Human Capital sebagai bagian dari strategi perusahaan.	In addition to the corporate award, Robert Christian Tanoko, Director of Operations and Development of PT Avia Avian Tbk, received The Most Committed Human Capital Leader 2026 award. This recognition highlights the importance of leadership commitment and support in driving human capital development as an integral part of the Company's strategy.
Mengusung tema **"Unlocking Human Potential for Sustainable Business Excellence"**, TOP Human Capital Awards 2026 menekankan pentingnya pengelolaan dan pengembangan potensi manusia dalam menciptakan keunggulan bisnis yang berkelanjutan. Penilaian penghargaan mencakup Human Capital Business Index, Human Capital Management System, serta berbagai Human Capital Initiatives yang dijalankan perusahaan.	Under the theme **"Unlocking Human Potential for Sustainable Business Excellence"**, TOP Human Capital Awards 2026 emphasizes the importance of managing and developing human potential to create sustainable business excellence. The assessment covers the Human Capital Business Index, Human Capital Management System, and various Human Capital initiatives implemented by participating companies.

Manager HRGA Avian Brands, Adry Premana Sari, menyampaikan bahwa pencapaian ini bukan merupakan titik akhir, melainkan bagian dari proses pembelajaran perusahaan untuk terus mengembangkan pengelolaan Human Capital yang berkelanjutan.	Avian Brands' HRGA Manager, Adry Premana Sari, stated that this achievement is not an end in itself, but rather part of the Company's ongoing learning journey to continuously advance its sustainable Human Capital practices.
“Bagi kami, penghargaan ini merupakan bentuk apresiasi sekaligus momentum untuk terus belajar dan berkembang. Menjadi Sustainable Human Capital bukan sesuatu yang dapat dicapai dalam satu waktu, tetapi merupakan sebuah proses berkelanjutan untuk memastikan setiap kebijakan, sistem, dan inisiatif Human Capital mampu memberikan manfaat bagi karyawan sekaligus mendukung keberlangsungan bisnis perusahaan. Kami menyadari masih banyak hal yang perlu dipelajari, diperbaiki, dan dikembangkan ke depannya,” ujar Adry.	“For us, this award represents both recognition and an opportunity to continue learning and growing. Becoming a Sustainable Human Capital organization is not something that can be achieved overnight; rather, it is an ongoing process of ensuring that every Human Capital policy, system, and initiative delivers value to employees while supporting the long-term sustainability of the business. We recognize that there is still much to learn, improve, and develop moving forward,” said Adry.
Menurutnya, pengembangan Human Capital tidak hanya berfokus pada pemenuhan kebutuhan tenaga kerja dan administrasi perusahaan, tetapi juga bagaimana menciptakan lingkungan kerja yang mendukung pertumbuhan kompetensi, produktivitas, kesejahteraan, serta keterlibatan karyawan. Pendekatan tersebut membutuhkan sistem pengelolaan yang terintegrasi, mulai dari perencanaan tenaga kerja, pengembangan talenta, manajemen kinerja dan penghargaan, hubungan industrial, hingga penguatan budaya perusahaan.	She further explained that Human Capital development goes beyond fulfilling workforce requirements and managing administrative functions. It also involves creating a work environment that supports the development of employee competencies, productivity, well-being, and engagement. This approach requires an integrated management system encompassing workforce planning, talent development, performance and reward management, industrial relations, and the strengthening of corporate culture.
Bagi Avian Brands, Human Capital merupakan salah satu elemen penting dalam mendukung transformasi dan pertumbuhan bisnis. Oleh karena itu, perusahaan terus mendorong pengembangan kompetensi, peningkatan efektivitas organisasi, serta penciptaan lingkungan kerja yang produktif dan inklusif.	For Avian Brands, Human Capital is a key element in supporting business transformation and growth. Accordingly, the Company continues to promote competency development, enhance organizational effectiveness, and foster a productive and inclusive working environment.

Melalui pencapaian TOP Human Capital Awards 2026, Avian Brands semakin memperkuat komitmennya untuk menjadikan pengelolaan sumber daya manusia sebagai bagian strategis dari keberlanjutan perusahaan. Ke depan, perusahaan akan terus belajar, beradaptasi, dan mengembangkan praktik Human Capital yang tidak hanya mampu menjawab kebutuhan bisnis saat ini, tetapi juga mempersiapkan organisasi dan talenta untuk menghadapi tantangan masa depan.	Through its achievement at the TOP Human Capital Awards 2026, Avian Brands further reinforces its commitment to positioning human capital management as a strategic component of corporate sustainability. Moving forward, the Company will continue to learn, adapt, and strengthen its Human Capital practices to not only address current business needs but also prepare its organization and talent to navigate future challenges.
Karena pada akhirnya, membangun bisnis yang berkelanjutan juga berarti membangun manusia yang tumbuh, berkembang, dan mampu menciptakan nilai secara berkelanjutan.	Ultimately, building a sustainable business also means developing people who continue to grow, evolve, and create value sustainably.
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Sekilas Tentang PT Avia Avian Tbk	**PT Avia Avian Tbk at a Glance**
PT Avia Avian Tbk didirikan pada 1978 sebagai per usahaan manufaktur cat terintegrasi. Dikenal dengan nama Avian Brands. Selama lebih dari 4 dekade Avian Brands telah memberikan warna bagi kehidupan jutaan keluarga Indonesia, melalui aneka ragam produk-produk diantaranya Cat tembok Sunguard All in One, Supersilk Anti Noda dan Avitex, cat pelapis anti bocor No Drop, serta cat kayu & besi Avian.	PT Avia Avian Tbk was founded in 1978 as an integrated paint manufacturing company. Known as Avian Brands. For more than 4 decades, Avian Brands has colored the lives of millions of Indonesian families, through a variety of products including Sunguard All in One, Supersilk Anti Noda and Avitex in wall paints, No Drop waterproofing paint, and Avian wood & metal paint.
Tercatat di Bursa Efek Indonesia (BEI) pada tanggal 8 Desember 2021 dengan kode saham (IDX: AVIA), AVIA merupakan pabrik cat dekoratif terbesar dan merupakan pemimpin pasar di industri cat dan pelapis dekoratif di Indonesia berdasarkan survei yang dilakukan oleh Frost & Sullivan.	Listed on the Indonesia Stock Exchange (IDX) on December 8, 2021, with stock code (IDX: AVIA), AVIA is the largest decorative paint manufacturer and the market leader in the decorative paint and coating industry in Indonesia, based on the survey conducted by Frost & Sullivan.

Saat ini, AVIA menguasai ~26% pangsa pasar di industri cat dan pelapis dekoratif di Indonesia. AVIA memiliki kapasitas dan kemampuan manufaktur yang kuat melalui fasilitas manufaktur di Sidoarjo, Serang, dan Cirebon. Integrasi vertikal memungkinkan AVIA untuk memproduksi bahan baku secara internal.	Currently, AVIA has ~26% market share in the decorative paint and coating industry in Indonesia. AVIA has strong manufacturing capacity and capabilities through its manufacturing facilities in Sidoarjo, Serang, and Cirebon, as well as vertical integration capability which enables AVIA to produce some of its raw materials internally.
Penjualan AVIA terbagi menjadi solusi arsitektur dan barang dagangan. Solusi arsitektur berkontribusi ~80% penjualan dan segmen barang dagangan berkontribusi ~20% penjualan.	AVIA's sales are divided into the architectural solutions and trading goods segments. The architectural solutions contributed ~80% of sales, and the trading goods segment contributed ~20% of sales.
Sejak tahun 2020, Avian Brands memiliki pusat riset, pengembangan dan inovasi pertama di Indonesia bernama Avian Innovation Center (AIC) seluas 5.000 meter persegi.	Since 2020, Avian Brands is equipped with the first research, development, and innovation center in Indonesia, the Avian Innovation Center (AIC), covering an area of 5,000 square meters.
Sebagai wujud dari komitmen Avian Brands atas pengelolaan lingkungan, kesehatan dan keselamatan kerja, serta GCG *(Good Corporate Governance)* sesuai dengan standar internasional, Avian Brands telah berhasil memperoleh dan menerapkan ISO 9001:2015 (Sistem Manajemen Mutu), ISO 14001:2015 (Sistem Manajemen Lingkungan), ISO 45001:2018 (Sistem Manajemen Keselamatan dan Kesehatan Kerja), ISO 50001:2018 (Sistem Manajemen Energi), dan ISO 27001:2022 (Sistem Manajemen Keamanan Informasi).	As a manifestation of Avian Brands' commitment to environmental management, occupational health and safety, and GCG (Good Corporate Governance) in accordance with international standards, Avian Brands has successfully obtained and implemented ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), ISO 45001:2018 (Occupational Health and Safety Management System), ISO 50001:2018 (Energy Management System), and ISO 27001:2022 (Information Security Management System).
Keberadaan Avian Brands bertujuan untuk memberikan manfaat terdepan dan berkontribusi dalam mewarnai Indonesia.	The presence of Avian Brands aims to provide leading benefits and contribute to creating a more colorful Indonesia.

Untuk keterangan lebih lanjut, silahkan menghubungi: *Sekretaris Perusahaan* *Email: corsec@avianbrands.com* *investor.relations@avianbrands.com* PT Avia Avian Tbk @avianbrands Avian Brands https://avianbrands.com/	***For further information, please contact:*** *Corporate Secretary* *Email: corsec@avianbrands.com* *investor.relations@avianbrands.com* PT Avia Avian Tbk @avianbrands Avian Brands https://avianbrands.com/