COMPETENCY DEVELOPMENT AND TRAINING POLICY
BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS
PT DHARMA SATYA NUSANTARA Tbk

INTRODUCTION

PT Dharma Satya Nusantara Tbk ("the Company") is committed to continuously enhancing the competencies and leadership capabilities of the Board of Commissioners and the Board of Directors to ensure effective corporate governance and management. This policy serves as a guideline for the systematic and continuous development of competencies through training programs aligned with the Company's strategic needs and industry developments.

OBJECTIVES

This policy aims to:

- Enhance the knowledge and skills of the Board of Commissioners and Board of Directors in responding to business dynamics and regulatory changes.
- Ensure compliance with Good Corporate Governance (GCG) standards.
- Support more effective decision-making processes.
- Align leadership capabilities with technological advancements and industry trends.

PRINCIPLES OF COMPETENCY DEVELOPMENT

Competency development and training programs for the Board of Commissioners and Board of Directors are guided by the following principles:

- **Relevance:** Training content must be directly related to the roles and responsibilities of the participants.
- **Continuity:** Competency development is conducted on a regular basis to maintain leadership quality.
- **Accessibility:** Equal opportunities are provided for all members of the Board of Commissioners and Board of Directors to participate in training.
- **Regulatory Compliance:** Training programs must comply with applicable industry regulations and corporate governance standards.

TYPES AND PROGRAMS OF COMPETENCY DEVELOPMENT/TRAINING

The Company offers a variety of competency development and training programs for the Board of Commissioners and Board of Directors, including:

- **Leadership Training:** To enhance managerial skills and strategic leadership capabilities.
- **Corporate Governance Training:** To deepen understanding of GCG principles, regulations, and industry best practices.
- **Finance and Risk Management Training:** To strengthen knowledge in financial matters, investments, and risk mitigation.
- **Technology and Innovation Training:** To understand technological developments and their application in business.
- **Customized Training Programs:** Tailored to address specific business challenges and needs.

IMPLEMENTATION AND EVALUATION

Members of the Board of Commissioners and Board of Directors are expected to participate in training programs designated by the Company. Regular evaluations are conducted to assess the effectiveness of the training and its impact on corporate performance.

To support these competency development initiatives, the Company may collaborate with reputable training institutions to ensure the delivery of high-quality programs.

CLOSING

This policy reflects the Company's commitment to developing leadership competencies in order to achieve sustainable business objectives. Through the implementation of this policy, the Company is confident in its ability to enhance competitiveness and deliver added value to all stakeholders.