

DIVERSITY POLICY OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS PT DHARMA SATYA NUSANTARA Tbk

INTRODUCTION

PT Dharma Satya Nusantara Tbk (the “Company”) is committed to implementing the principle of diversity in the composition of the Board of Commissioners and the Board of Directors to enhance leadership effectiveness, promote more objective decision-making, and foster an inclusive and innovative work environment.

This policy aims to ensure that the composition of the Board of Commissioners and the Board of Directors reflects a diversity of cultures, backgrounds, knowledge, and skills, which can provide broader and more varied insights into corporate decision-making. It also serves to embody the Company’s core values in achieving sustainable growth and sound corporate governance.

DIVERSITY PRINCIPLES

The Company applies diversity principles in the composition of the Board of Commissioners and Board of Directors by considering the following aspects:

- **Expertise and Experience**

Members of the Board of Commissioners and the Board of Directors are selected based on relevant expertise, experience across various industrial sectors, and a strong understanding of the Company’s business.

- **Education and Competence**

A mix of diverse academic backgrounds is encouraged to support well-informed, multidisciplinary decision-making.

- **Age and Gender**

The Company promotes age and gender balance in leadership positions to broaden perspectives and create an inclusive work environment.

- **Values and Ethics**

Each member must uphold high standards of ethics, transparency, and professionalism in carrying out their duties.

- **Independence and Objectivity**

Diversity also includes the representation of independent commissioners to ensure balanced decision-making and effective oversight of management.

IMPLEMENTATION AND EVALUATION

- The selection and nomination process for members of the Board of Commissioners and the Board of Directors is conducted transparently, considering the defined diversity aspects.
- The Company periodically evaluates the composition and effectiveness of diversity within its leadership to ensure optimal implementation of this policy.
- This policy will be reviewed regularly and updated in line with regulatory changes, business developments, and the Company's strategic needs.

CLOSING

This diversity policy reflects PT Dharma Satya Nusantara Tbk's commitment to good corporate governance, innovation, and enhancing competitiveness through inclusive and competent leadership. By managing diversity effectively, the Company is confident in its ability to continue growing and delivering added value to all stakeholders.