

HEALTH AND SAFETY POLICY

PT DHARMA SATYA NUSANTARA Tbk (DSN GROUP)

No. 001/DSN/CSO/X/2025

DSN Group fully understands that the working environment is important in operational activities and will always ensure the creation of a comfortable, healthy and safe working environment for all its employees, as well as integrating contractors and suppliers who live and/or work in the company's operational areas into its safety processes and holding them to its standards.

DSNG believes that all work-related incidents and occupational illnesses can be prevented and that a Zero Accident condition can be achieved.

This policy is enacted to ensure that all operational measures taken are correct and that all activities in the company's operational areas are free from any potential hazards.

Based on the above, DSN Group is committed to: -

1. Complying with all national and local laws and regulations relating to occupational health and safety in all areas of the company's operations, including implementing an Occupational Health and Safety Management System (OHSMS) and an appropriate Emergency Response System.
2. Identifying and eliminating hazards by applying a hierarchy of controls and prioritizing technical solutions wherever possible and practical.
3. Proactively managing risks by setting safety objectives, measuring leading indicators, and conducting regular audits and management reviews, and evaluating the company's OHS performance based on efforts to identify and reduce risks (leading indicators) and the absence of injuries (lagging indicators)
4. Ensure that every employee takes responsibility for their own safety and that of others in their work area, including the absolute right to stop unsafe work and immediately report any risks, accidents or hazards that occur.

5. Provide training and education to improve workers' skills and awareness of occupational health and safety (OHS) requirements and practices and encourage employees to have a culture of continuous improvement and actively contribute to every initiative related to health and safety.
6. Develop an OHS compliance system based on incentives and sanctions and ensure that all levels of management are responsible for the OHS performance of all teams under them.

This policy is arranged to be communicated to and implemented by all employees, employees' families and other stakeholders, including suppliers and contractors who live and/or work in DSN's operational areas.

This policy will be reviewed and updated if there are changes to the company's organization or applicable laws and regulations.

22 Oktober 2025

Andrianto Oetomo
Chief Executive Officer

Attachment

Definition

- Suppliers are suppliers of raw materials for DSN Group's industrial activities.
- Contractors are providers of infrastructure construction and procurement/maintenance of key machinery.

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