



Board of Commissioners & Directors Diversity's Policy

PT Prodia Widyahusada Tbk

Rev: 01

September 2023

Policy on Board of Commissioners and Directors Diversity

Background

PT Prodia Widyahusada Tbk ("the Company") acknowledges that diversity in the composition of the Board of Commissioners and Directors holds significant strategic value for the long-term success of the company. This policy aims to ensure that the composition of the Board of Commissioners and Directors reflects cultural diversity, backgrounds, knowledge, and skills that can provide broader and diverse insights in the Company's decision-making.

The determination of the composition of the Company's Board of Commissioners and Directors is based on considerations of expertise, competence, knowledge, educational background, and work experience required in the performance of duties and authorities of each member of the Board of Commissioners and Directors to achieve the Company's objectives.

Principles of Diversity Policy

The Company is committed to:

1. Seeking Board of Commissioners and Directors candidates from various cultural backgrounds, genders, ages, and expertise.
2. Advocating for inclusivity and ensuring that all Board of Commissioners and Directors members feel heard and respected.
3. Promoting a discrimination-free work environment and advancing equal opportunities for all individuals.
4. Creating a forum where diverse views can be raised and openly debated.

Selection and Appointment Process

In seeking candidates for the Board of Commissioners and Directors, the Company will:

1. Seek candidates from various sources, including professional networks, industry associations, and external searches.
2. Identify broad criteria for candidates that include functional expertise, industry experience, and cultural background.
3. Ensure that the selection and appointment process avoid biases and prioritizes qualifications and potential.

Development and Training

The Company will provide equal development and training opportunities for all members of the Board of Commissioners and Directors to ensure that they can continue to contribute optimally in line with the changing needs of the Company.

Monitoring and Evaluation

The Company continuously monitors the composition of the Board of Commissioners and Directors as well as the effectiveness of this diversity policy. This evaluation will help assess the extent to which this policy has been implemented and contributed positively to the Company's performance.

Conclusion

This policy is established with the aim of reinforcing the values of diversity within the Company's culture. The Company believes that diversity is a valuable asset that can drive innovation, creativity, and better critical thinking in strategic decision-making.
