

CORPORATE SOCIAL RESPONSIBILITY POLICY **(the “Policy”)**

1. Our Responsibility on Social Commitments

PT. The Univenus (hereinafter referred as the “Company”) Corporate Social Responsibility (CSR) Policy conforms to the requirements of the local and global standard and aims to ensure the operation operate ethically, taking into consideration aspects of human rights, social and economics, as well as environmental. We adopt the United Nations Sustainable Development Goals (UNSDGs) in line with the government’s national development goals. To meet the objective:

- 1.1 We uphold ethical standards commensurate with Good Corporate Governance (GCG) in accordance with the Company’s Governance Policy.
- 1.2 We encourage business partners, throughout our supply chain, to adopt good governance practices.
- 1.3 We implement labor practices to comply with applicable labor laws and regulations in the jurisdictions where we operate in accordance with the Company’s Human Rights Policy.
- 1.4 We minimize the environmental impact of our business activities to protect and preserve the environment where we operate in accordance with the Company’s Environmental Policy, among others we also focus to build and move towards an environmental-friendly end product.
- 1.5 We implement responsible marketing, complies with applicable product safety as per legislative, promoting responsible end-of-life solutions, secure costumers’ access to the Company’s Grievance Mechanism and the protection of costumers’ data and privacy.
- 1.6 We support the economic and social development of the communities where we operate through education, health, sustainable livelihood and other empowerment programs such as women empowerment and community capacity building to improve their welfare.

Our Suppliers

We encourage our suppliers to implement corporate social responsibility by operating ethically, taking into consideration aspects of human rights, social and economics, as well as environmental.

2. Our Approach

Our approach to meet the objective:

- 2.1 We conduct social impact assessment and adopt a collaborative approach to develop community empowerment programs including the monitoring, evaluation, consultation and reporting on the progress of community empowerment programs
- 2.2 We respect the culture and local customs in its engagements, and manage emergencies, disputes and conflicts responsibly.
- 2.3 We maintain an active engagement with multi stakeholders.

3. Governance

- 3.1 This Policy applies to the Company's operations and suppliers.
- 3.2 The rules applied across our operations are derived from the provisions in this Policy.
- 3.3 This Policy will be reviewed on a regular basis for relevance and its effectiveness to achieve business objectives. To ensure the implementation of this Policy, we conduct regular monitoring and evaluation of its progress.
- 3.3 Mill Service/Human Resources (HR) Function is appointed to coordinate the day-to-day implementation of the Company's corporate social responsibility programs in line with this Policy. The Company¹ regularly reviews the progress on the implementation of this Policy
- 3.4 We report the progress on the implementation of this Policy to our stakeholders in a variety of ways.

This Policy is to further elaborate the Company's corporate social sustainability commitment as stated in the Company's Sustainability Commitment.

Jakarta, 31 May 2023

¹ As referred to the Company's Governance Policy

REFERENCE

REGULATION (LAW)

Law of the Republic of Indonesia Number 40 Year 2007 concerning Limited Liability Company

STANDARD

United Nations Sustainable Development Goals (UNSDGs)

Guidance on Corporate Social Responsibility (CSR) ISO 26000:2010