

Evolving Events, Creating Sustainable Value



Evolving Events, Creating Sustainable Value



Pernyataan Disclaimer

Laporan Keberlanjutan ini merupakan bagian yang tidak terpisahkan dari *Annual Report* PT Dyandra Media International Tbk 2025. Laporan yang memuat pernyataan-pernyataan kinerja ekonomi, lingkungan, sosial, dan tata kelola, serta strategi ini disusun dan dilaksanakan oleh PT Dyandra Media International Tbk, yang selanjutnya disebut Perseroan.

Pernyataan disusun berdasarkan data, ekspektasi, asumsi, proyeksi dan keyakinan Perseroan dalam menjalankan usaha, sehingga laporan ini mengandung unsur risiko, ketidakpastian, serta bersifat prospektif. Dengan demikian perkembangan aktual dapat berbeda dengan yang tertulis dalam pernyataan-pernyataan tersebut.

Perseroan tidak menjamin segala tindakan yang diambil berdasarkan dokumen ini akan membawa hasil-hasil tertentu sesuai harapan.

Penulisan angka-angka pada seluruh tabel dan grafik menggunakan notasi Bahasa Indonesia.

This Sustainability Report is an integral part of the Annual Report of PT Dyandra Media International Tbk 2025. This report contains statements of economic, environmental, social, and good governance performance, as well as strategies is prepared and implemented by PT Dyandra Media International Tbk, hereinafter referred to as the Company.

The statements are prepared based on data, expectations, assumptions, projections and beliefs of the Company in running the business, so this report contains elements of risk, uncertainty, and is prospective. Accordingly actual developments may differ from those contained in these statements.

The Company does not guarantee that any action taken based on this document will bring certain results as expected.

The writing of figures in all tables and graphs uses Indonesian notation.



Penjelasan Tema

Explanation of Theme

Transformasi Terarah, Menciptakan Nilai Berkelanjutan

Evolving Events, Creating Sustainable Value



Dalam dinamika global yang terus berubah, industri MICE (*Meeting, Incentive, Convention, and Exhibition*) mengalami pergeseran peran yang signifikan. Tidak lagi sekadar menjadi ruang pertemuan, sebuah event kini berfungsi sebagai medium interaksi, kolaborasi, dan penciptaan nilai yang lebih luas. Bagi PT. Dyandra Media International Tbk, tahun 2025 menjadi momentum penting untuk mendefinisikan kembali bagaimana sebuah perhelatan dirancang, dijalankan, dan diwariskan manfaatnya. Kami meyakini bahwa setiap event harus berevolusi menjadi *platform* yang adaptif, inklusif, dan dijalankan secara bertanggung jawab.

Evolusi yang kami dorong dilakukan secara terarah dan terukur. Dyandra mengintegrasikan teknologi dan praktik pengelolaan terbaik untuk menghadirkan pengalaman acara yang relevan sekaligus efisien dalam penggunaan sumber daya. Digitalisasi sistem pameran, optimalisasi proses operasional, serta penerapan prinsip ekonomi sirkular dalam desain dan konstruksi menjadi bagian dari upaya kami untuk mengurangi dampak lingkungan tanpa mengorbankan kualitas dan daya tarik acara. Melalui pendekatan ini, Dyandra tidak hanya merespons perubahan industri, tetapi turut membentuk standar baru dalam penyelenggaraan event yang berkelanjutan. Komitmen kami melampaui pencapaian kinerja finansial semata.

Melalui *Creating Sustainable Value*, Dyandra berfokus pada penciptaan dampak jangka panjang yang seimbang bagi lingkungan, manusia, dan keberlanjutan usaha. Kami terus mengelola jejak karbon dan limbah acara secara bertanggung jawab sebagai wujud kepedulian terhadap planet. Pada saat yang sama, kami memberdayakan talenta lokal, mendorong keberagaman, serta menciptakan nilai ekonomi bagi komunitas di sekitar lokasi acara sebagai kontribusi bagi masyarakat. Kami juga membangun kepercayaan pemegang saham dan mitra melalui penerapan praktik bisnis yang etis, transparan, dan berorientasi jangka panjang.

Melalui tema *Evolving Events, Creating Sustainable Value*, Dyandra menegaskan perannya sebagai penggerak ekosistem MICE yang berorientasi masa depan. Perseroan tidak hanya menyelenggarakan acara untuk menjawab kebutuhan hari ini, tetapi juga membangun fondasi nilai yang manfaatnya dapat dirasakan secara berkelanjutan. Dengan memadukan kreativitas, inovasi, dan kesadaran lingkungan, Dyandra berkomitmen menghadirkan industri MICE yang lebih hijau, tangguh, dan bermakna bagi generasi mendatang.

In a constantly shifting global landscape, the MICE (Meeting, Incentive, Convention, and Exhibition) industry is undergoing a significant transformation. Events are no longer merely spaces for gatherings; they have become platforms for interaction, collaboration, and broader value creation. For PT Dyandra Media International Tbk, 2025 marks an important milestone in redefining how events are designed, executed, and how their benefits are sustained. We believe that every event must evolve into an adaptive, inclusive, and responsibly managed platform.

This evolution is pursued in a deliberate and measurable manner. Dyandra integrates technology and best management practices to deliver event experiences that are both relevant and resource-efficient. Digitalization of exhibition systems, optimization of operational processes, and the application of circular economy principles in design and construction are part of our efforts to reduce environmental impact without compromising quality or appeal. Through this approach, Dyandra not only responds to industry changes but also helps shape new standards for sustainable event management. Our commitment extends beyond financial performance alone.

Through Creating Sustainable Value, Dyandra focuses on generating long-term impacts that balance environmental stewardship, human empowerment, and business sustainability. We continue to manage event-related carbon footprints and waste responsibly as a manifestation of our care for the planet. At the same time, we empower local talent, promote diversity, and create economic value for communities surrounding event locations as our contribution to society. We also build trust with shareholders and partners through ethical, transparent, and forward-looking business practices.

With the theme Evolving Events, Creating Sustainable Value, Dyandra reaffirms its role as a driver of a future-oriented MICE ecosystem. The Company does not merely organize events to meet today's needs, but also lays the foundation for values that deliver lasting benefits. By combining creativity, innovation, and environmental consciousness, Dyandra is committed to fostering a greener, more resilient, and more meaningful MICE industry for generations to come.

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01

**Ikhtisar Kinerja
Keberlanjutan**
Sustainability Performance
Highlights



Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Highlights



Tentang Laporan Keberlanjutan
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Company Profile



Tata Kelola Keberlanjutan
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Kinerja Keberlanjutan
Sustainability Performance



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01

Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Highlight

Kinerja Ekonomi [OJK B.1]

Economic Performance

Dalam Rupiah / In Rupiah



Penjualan Neto

Net Sales

2025	1.219.354.535.522
2024	1.458.220.326.060
2023	1.329.121.702.300
2022	1.210.481.160.296

Laba Kotor

Gross Profit

2025	375.656.781.187
2024	475.400.821.569
2023	393.151.807.195
2022	368.133.130.961

Penerimaan Penghasilan Bunga

Receipt from Interest Income

2025	5.391.978.088
2024	4.409.042.981
2023	11.674.034.942
2022	1.289.429.816

Pendapatan Lain-Lain

Other Revenues

2025	2.938.498.319
2024	3.911.104.268
2023	2.902.480.767
2022	1.152.767.680

Laba Tahun Berjalan

Incomes of the Current Year

2025	30.870.415.473
2024	91.617.505.063
2023	70.093.758.644
2022	30.662.044.291

Jumlah Penghasilan Komprehensif Periode Berjalan

Total Comprehensive Income For The Period

2025	35.770.876.085
2024	90.944.405.428
2023	72.503.236.957
2022	29.437.711.926

Beban Pokok Penjualan

Cost of Goods Sold

2025	843.697.754.335
2024	982.819.504.491
2023	935.969.895.105
2022	842.348.029.335

Pembayaran kepada Pemasok

Payment to Suppliers

2025	965.433.803.772
2024	1.014.307.104.418
2023	1.178.034.870.587
2022	816.891.950.383

Pembayaran kepada Direksi dan karyawan

Payment for Board of Directors and Employees

2025	181.213.517.425
2024	200.955.275.934
2023	182.363.394.413
2022	147.793.468.450

Pembayaran Pajak

Taxes Payment

2025	11.806.313.858
2024	20.919.809.961
2023	16.164.561.540
2022	12.626.801.314



Ikhtisar Kinerja Keberlanjutan
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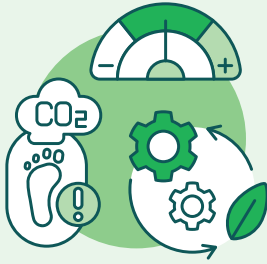
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Kinerja Lingkungan [OJK B.2]

Environmental Performance



Penggunaan Energi

Energy Consumption

Satuan: kWh
Unit: kWh

2025	133.187.042
2024	16.110.000
2023	12.560.000
2022	10.388.000

Penggunaan Air

Water Consumption

Satuan: M³
Unit: M³

2025	818.329
2024	110.373
2023	45.354
2022	34.057

Jumlah Limbah yang Dikelola

Total Managed Waste

Satuan: Ton
Unit: Ton

2025	991,60
2024	1.941,16
2023	N/A
2022	N/A

Kinerja Sosial [OJK B.3]

Social Performance



Jumlah Pekerja

Number of Employee

Satuan: Orang
Unit: Person

2025	951
2024	1.139
2023	1.139
2022	834

Jumlah Pegawai Pria

Number of Male Employees

Satuan: Orang
Unit: Person

2025	684
2024	814
2023	812
2022	587

Jumlah Pegawai Wanita

Number of Female Employees

Satuan: Orang
Unit: Person

2025	267
2024	325
2023	327
2022	247

Jam Kerja Aman

Zero Accident Hour

Satuan: Jam
Unit: Hour

2025	1.978.080
2024	2.186.880
2023	2.369.120
2022	1.734.720

Jumlah Dana CSR yang Disalurkan

Amount of CSR Distribution Funds

Satuan: Rp (Rupiah)
Unit: IDR (Rupiah)

2025	1.325.135.915
2024	1.547.661.619
2023	71.335.000
2022	57.650.000



SUNDI
PO

The background features a large, colorful sign for 'asetan' mounted on a metal scaffolding. The sign has a yellow sun at the top, a pink butterfly in the middle, and the word 'asetan' in large, stylized letters. The letters 'aset' are white with a pink outline, and 'ntan' are white with a red outline. The sign is set against a bright, slightly blurred sky.

02

**Tentang Laporan
Keberlanjutan**

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02 | Tentang Laporan Keberlanjutan [GRI 2-3] About Sustainability Report



Selamat datang di Laporan Keberlanjutan PT Dyandra Media International (DMI) Tbk untuk tahun buku 2025.

Dalam laporan ini, penyebutan istilah “Dyandra,” “Perseroan,” dan “Kami” merujuk pada entitas grup PT Dyandra Media International Tbk yang meliputi PT Dyandra Promosindo, PT Dyamall Graha Utama, PT Nusa Dua Indonesia, dan PT Graha Multi Utama beserta anak perusahaan masing-masing.

Laporan ini disusun untuk mengkomunikasikan kinerja, inisiatif, serta tantangan keberlanjutan yang dihadapi, sekaligus memaparkan arah dan rencana jangka panjang Perusahaan. Penyusunan laporan ini mencerminkan komitmen Dyandra dalam menjalankan operasional dan kegiatan bisnis secara bertanggung jawab guna berkontribusi pada pencapaian pembangunan berkelanjutan.

Tahun ini adalah tahun kelima Dyandra menerbitkan Laporan Keberlanjutan. Pada tahun 2025, Perusahaan mengusung tema Transformasi Terarah, Menciptakan Nilai Keberlanjutan.

Standar Pelaporan dan Cakupan [GRI 2-2] [GRI 2-3]

Laporan Keberlanjutan ini disusun dengan mengacu pada:

1. Standar *Global Reporting Initiatives* (GRI Standards) 2021 sebagai pedoman penulisan.
2. Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.
3. Surat Edaran Otoritas Jasa Keuangan Republik Indonesia Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.

Entitas yang masuk ke dalam cakupan dan batasan laporan ini adalah Perseroan beserta anak perusahaan.

Welcome to the Sustainability Report of PT Dyandra Media International (DMI) Tbk for the fiscal year 2025.

In this report, the terms “Dyandra,” “the Company,” and “We” refer to the PT Dyandra Media International Tbk group entity, which includes PT Dyandra Promosindo, PT Dyamall Graha Utama, PT Nusa Dua Indonesia, and PT Graha Multi Utama along with their respective subsidiaries.

This report is prepared to communicate the Company’s sustainability performance, initiatives, and challenges, while also outlining its long-term direction and plans. The preparation of this report reflects Dyandra’s commitment to conducting operations and business activities responsibly, contributing to the achievement of sustainable development.

This year marks the fifth publication of Dyandra’s Sustainability Report. In 2025, the Company adopts the theme *Evolving Events, Creating Sustainable Value*.

Reporting Standard and Scope [GRI 2-2] [GRI 2-3]

This Sustainability Report has been prepared with reference to:

1. The *Global Reporting Initiative* (GRI) Standards 2021 as the primary reporting guideline.
2. The *Financial Services Authority* (OJK) Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies.
3. The *Circular Letter of the Financial Services Authority of the Republic of Indonesia* No. 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies.

The entities included within the scope and boundaries of this report are the Company and its subsidiaries.

Ikhtisar Kinerja Keberlanjutan
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Entitas yang Termasuk Dalam Pelaporan Keberlanjutan [GRI 2-2]

Entitas yang termasuk dalam Laporan Keberlanjutan ini mencakup 26 entitas anak yang terintegrasi. Entitas pada Perseroan ini dikelompokkan dalam 4 (empat) *Sub-holding* yaitu:

1. Bisnis Penyelenggara Event/ Pameran
2. Bisnis Pendukung Event
3. Bisnis Ruang Konvensi dan Pameran
4. Bisnis Hotel

Periode Pelaporan, Frekuensi dan Kontak [GRI 2-3]

Laporan Keberlanjutan ini mencakup periode 1 Januari–31 Desember 2025 dan disusun selaras dengan Laporan Keuangan Konsolidasian Perseroan. Laporan ini diterbitkan secara tahunan. Pertanyaan terkait laporan ini dapat disampaikan melalui:

Sekretaris Perusahaan

Corporate Secretary

PT Dyandra Media International, Tbk

Gedung Dyandra Promosindo

Jl Gelora 7 No. 15, Palmerah, Jakarta Pusat - 10270

Telp: +62 21 53674111

Email: corsec@dyandramedia.com

Entity Included In Sustainability Reporting [GRI 2-2]

The entities included in this Sustainability Report include 26 integrated subsidiaries. The entities in the Company are grouped into 4 (four) subholdings, namely:

1. Event/Exhibition Organizer Business
2. Supporting Event Business
3. Venue Owned & Hall Management Business
4. Hotel Business

Reporting Period, Frequency, and Contact [GRI 2-3]

This Sustainability Report covers the period from January 1 to December 31, 2025 and is prepared in alignment with the Company's Consolidated Financial Statements. The Company prepares this Sustainability Report once a year. Enquiries related to the sustainability report can be submitted through:

Perubahan Perusahaan yang Bersifat Signifikan pada Organisasi [POJK C.6] [GRI 2-6-D]

Pada periode pelaporan tahun 2025, tidak terdapat perubahan signifikan pada Perseroan.

Significant Changes In The Organization [POJK C.6] [GRI 2-6-D]

During the reporting period of the year 2025 there were no significant changes in the Company.

Pernyataan Kembali [GRI 2-4]

Tidak terdapat perubahan material dibandingkan periode pelaporan sebelumnya terkait daftar topik material maupun batasan pelaporan. Sejalan dengan hal tersebut, Perseroan tidak melakukan pernyataan kembali (*restatement*) atas Laporan Keberlanjutan tahun sebelumnya.

Restatement [GRI 2-4]

There are no significant changes compared to the previous reporting period regarding the list of material topics or reporting boundaries. In line with this, the Company has not undertaken any restatement of the previous year's Sustainability Report.

Membangun Budaya Berkelanjutan [OJK F.1]

Sebagai perusahaan yang bergerak di industri MICE, Dyandra memahami bahwa pencapaian tujuan bisnis tidak hanya berfokus pada kinerja ekonomi, tetapi juga mencakup tanggung jawab untuk memberikan kontribusi positif terhadap aspek sosial dan lingkungan. Oleh karena itu, Perseroan secara konsisten menerapkan praktik bisnis berkelanjutan di seluruh lini operasional dengan upaya sistematis untuk meminimalkan dampak negatif yang timbul dari aktivitas usaha.

Sebagai bagian dari Kompas Gramedia, Perseroan menjadikan Nilai Keutamaan Kompas Gramedia—*Caring, Credible, Competent, Competitive, dan Customer Delight*—sebagai landasan dalam membangun dan memperkuat budaya keberlanjutan. Penguatan budaya tersebut dilakukan melalui pembentukan kebiasaan dan perilaku kerja yang selaras dengan nilai-nilai perusahaan, yang secara berkala disosialisasikan kepada seluruh unit bisnis dan seluruh jenjang organisasi melalui program *Learning Journey* dan *Culture Development* yang dikelola oleh Direktorat Sumber Daya Manusia.

Building a Culture of Sustainability [OJK F.1]

As a company operating in the MICE industry, Dyandra understands that achieving business objectives is not solely focused on economic performance, but also entails the responsibility to contribute positively to social and environmental aspects. Therefore, the Company consistently implements sustainable business practices across all operational lines, with systematic efforts to minimize the negative impacts arising from business activities.

As part of Kompas Gramedia, the Company adopts Kompas Gramedia's Core Values—*Caring, Credible, Competent, Competitive, and Customer Delight*—as the foundation for building and strengthening a sustainability culture. This cultural reinforcement is carried out through the development of habits and work behaviors aligned with corporate values, which are periodically socialized across all business units and organizational levels through the *Learning Journey* and *Culture Development* programs managed by the Human Resources Directorate.

Direksi berperan aktif dalam memberikan teladan serta memastikan pemahaman dan implementasi nilai-nilai tersebut di seluruh tingkatan organisasi. Selain itu, Perseroan secara berkelanjutan mendorong penerapan sistem pelaporan pelanggaran (*whistleblowing system*) yang dapat diakses oleh seluruh karyawan sebagai bagian dari komitmen terhadap tata kelola perusahaan yang baik.

Strategi Keberlanjutan [OJK A.1] [OJK F.1] [GRI 2-22]

Sebagai pelaku utama di industri MICE, Perseroan menyadari bahwa kegiatan penyelenggaraan acara berskala besar memiliki dampak langsung terhadap lingkungan dan sosial. Oleh karena itu, Dyandra menetapkan strategi keberlanjutan yang berfokus pada pengelolaan isu-isu materialitas utama, dengan tujuan menciptakan pertumbuhan bisnis yang sejalan dengan prinsip keberlanjutan.

Strategi keberlanjutan merupakan pendekatan menyeluruh yang mempertimbangkan aspek lingkungan, sosial, dan ekonomi secara terpadu. Melalui strategi ini, perusahaan menerapkan berbagai praktik dan inisiatif berkelanjutan yang bertujuan untuk memenuhi kebutuhan saat ini tanpa mengabaikan kesejahteraan generasi mendatang. Strategi ini juga selaras dengan dengan Tujuan Pembangunan Berkelanjutan (TPB) atau *Sustainable Development Goals* (SDGs).

Komitmen Perseroan dalam Menerapkan Strategi Keberlanjutan [GRI 2-24]

Sebagai perusahaan yang bergerak di industri MICE, Perseroan berkomitmen untuk mengintegrasikan prinsip keberlanjutan ke dalam seluruh proses bisnis dan penyelenggaraan acara. Perseroan menyadari bahwa aktivitas MICE memiliki dampak terhadap lingkungan, sosial, dan ekonomi, sehingga pengelolaan yang bertanggung jawab menjadi bagian penting dalam menjaga keberlanjutan usaha jangka panjang.

Dalam menerapkan strategi keberlanjutan, Perseroan mengacu pada standar yang ditetapkan oleh *Global Reporting Initiative* (GRI) sebagai kerangka kerja utama. Standar ini digunakan untuk mengidentifikasi topik material, merumuskan kebijakan dan program, serta mengukur dan mengungkapkan kinerja keberlanjutan secara transparan dan akuntabel. Melalui pendekatan ini, Perseroan berupaya menciptakan nilai berkelanjutan bagi pemangku kepentingan sekaligus berkontribusi terhadap pengembangan industri MICE yang lebih bertanggung jawab dan berdaya saing.

Pelibatan Pemangku Kepentingan [OJK E.4] [GRI 2-12] [2-29, 3-1]

Dalam proses penentuan materialitas, partisipasi pemangku kepentingan memiliki peranan yang krusial. Keterlibatan mereka tidak sekadar bersifat pendukung, melainkan menjadi bagian integral dari keseluruhan tahapan penilaian. Melalui proses ini, Dyandra dapat mengidentifikasi dan mempertimbangkan berbagai kepentingan serta ekspektasi para pemangku kepentingan, sehingga hasil penilaian materialitas tidak hanya merefleksikan prioritas internal Perseroan, tetapi juga responsif terhadap kebutuhan dan harapan eksternal.

The Board of Directors plays an active role in setting an example and ensuring the understanding and implementation of these values across all levels of the organization. In addition, the Company continuously promotes the implementation of a whistleblowing system accessible to all employees as part of its commitment to good corporate governance.

Sustainability Strategy [OJK A.1] [OJK F.1] [GRI 2-22]

As a key player in the MICE industry, the Company recognizes that large-scale event organization has direct environmental and social impacts. Therefore, Dyandra has established a sustainability strategy focused on managing key material issues, with the aim of creating business growth aligned with sustainability principles.

The sustainability strategy is a holistic approach that integrates environmental, social, and economic aspects. Through this strategy, the Company implements various sustainable practices and initiatives designed to meet present needs without compromising the well-being of future generations. This strategy is also aligned with the Sustainable Development Goals (SDGs).

The Company's Commitment to Implement Sustainability Strategy [GRI 2-24]

As a company operating in the MICE industry, the Company is committed to integrating sustainability principles into all business processes and event organization. The Company acknowledges that MICE activities have environmental, social, and economic impacts, making responsible management an essential part of ensuring long-term business sustainability.

In implementing its sustainability strategy, the Company refers to the standards set by the *Global Reporting Initiative* (GRI) as its primary framework. These standards are used to identify material topics, formulate policies and programs, and measure and disclose sustainability performance in a transparent and accountable manner.

Through this approach, the Company strives to create sustainable value for stakeholders while contributing to the development of a more responsible and competitive MICE industry.

Stakeholder Engagement [OJK E.4] [GRI 2-12] [2-29, 3-1]

In the materiality determination process, stakeholder participation plays a crucial role. Their involvement is not merely supportive, but rather an integral part of the entire assessment stage.

Through this process, Dyandra is able to identify and consider diverse stakeholder interests and expectations, ensuring that the materiality assessment results not only reflect the Company's internal priorities but are also responsive to external needs and expectations.

Pemangku Kepentingan Internal *Internal Stakeholders*

Kelompok Pemangku Kepentingan <i>Stakeholder</i>	Metode Pelibatan <i>Engagement Methods</i>	Isu Utama <i>Material Topics</i>	Respons Perseroan <i>Company Response</i>
Karyawan <i>Employees</i>	<ul style="list-style-type: none"> Survei Kepuasan Karyawan Evaluasi Kinerja Rapat Kerja Sosialisasi <i>Employee satisfaction surveys</i> <i>Performance Review</i> <i>Working Meeting</i> <i>Outreach</i> 	<ul style="list-style-type: none"> Hak-hak Karyawan Meningkatkan Kinerja Meningkatkan efektivitas hubungan manajemen dan pegawai Kesadaran terkait Lingkungan, Sosial, dan Tata Kelola (LST). <i>Employee Rights</i> <i>Improving Performance</i> <i>Enhancing the effectiveness of management-staff relations</i> <i>Awareness of Environmental, Social and Governance (ESG) issues</i> 	<ul style="list-style-type: none"> Memenuhi hak karyawan secara penuh sesuai dengan Perjanjian Kerja Bersama (PKB) Membuat forum bersama antara manajemen dengan pegawai Melakukan pengukuran pencapaian kinerja sesuai dengan indikator kinerja kunci (KPI) Sosialisasi penerapan LST <i>Fully respecting employees' rights in accordance with the Collective Labour Agreement (CLA)</i> <i>Establishing a joint forum between management and staff</i> <i>Measuring performance against key performance indicators (KPIs)</i> <i>Raising awareness of the implementation of the LST</i>

Pemangku Kepentingan Eksternal *External Stakeholders*

Pemegang Saham <i>Shareholders</i>	<ul style="list-style-type: none"> Rapat Umum Pemegang Saham Pertemuan rutin lainnya <i>General Meeting of Shareholders (GMS)</i> <i>Other Regular Meetings</i> 	<ul style="list-style-type: none"> Peningkatan Kinerja Perseroan Pertumbuhan Nilai Saham <i>Improving the Company's Performance</i> <i>Increasing Share Value</i> 	<ul style="list-style-type: none"> Perbaikan dan peningkatan kinerja perusahaan Pengembangan kapabilitas, keterampilan, dan profesionalisme karyawan <i>Improving and enhancing company performance</i> <i>Developing employees' capabilities, skills and professionalism</i>
Pelanggan <i>Consumers</i>	<ul style="list-style-type: none"> Survei Kepuasan pelanggan Temu Pelanggan <i>Customer Satisfaction Survey</i> <i>Customer Meeting</i> 	<ul style="list-style-type: none"> Evaluasi penyelenggaraan 'event' Tingkat kepuasan pelanggan <i>Assessing Event Organisation</i> <i>Enhancing Customer Satisfaction</i> 	<ul style="list-style-type: none"> Memastikan event berjalan dengan lancar dan sesuai KPI. <i>Ensuring that the event runs smoothly and in line with KPIs</i>
Pemasok <i>Suppliers</i>	Kontrak Kerja <i>Partnership Agreement</i>	<ul style="list-style-type: none"> Transparansi dalam proses pengadaan <i>Transparency in the procurement process</i> 	<ul style="list-style-type: none"> Memenuhi semua hal yang tertuang dalam kontrak kerja <i>To fulfil all the terms set out in the partnership agreement</i>
Pemerintah, Regulator, dan Pihak Independen Lainnya <i>Government, Regulators and Other Independent Bodies</i>	<ul style="list-style-type: none"> Laporan Tahunan dan Laporan Keberlanjutan Pembayaran Pajak dan Restribusi Konsultasi dengan regulator terkait kepatuhan regulasi <i>Annual Reports and Sustainability</i> <i>Restribusi Payment of Taxes and Levies</i> <i>Consultation with regulators regarding regulatory compliance</i> 	<ul style="list-style-type: none"> Kepatuhan terhadap regulasi Tata Kelola Perusahaan yang baik <i>Regulatory compliance</i> <i>Good Corporate Governance</i> 	<ul style="list-style-type: none"> Secara berkala melakukan penyesuaian terhadap regulasi Meningkatkan kolaborasi program CSR <i>Regularly adjusting regulations</i> <i>Enhancing collaboration on CSR programmes</i>
Publik <i>Public</i>	<ul style="list-style-type: none"> Form umpan balik <i>Feedback form</i> 	<ul style="list-style-type: none"> Keterbukaan informasi <i>Transparency of information</i> 	<ul style="list-style-type: none"> Melakukan paparan publik sesuai POJK. <i>Making public disclosures in accordance with the OJK Regulation</i>

Proses Penetapan Isi Laporan dan Materialitas ^[GRI 3-1] ^[GRI 3-2]

Dalam menyusun topik dan konten laporan keberlanjutan, Perseroan mengikuti empat tahapan utama sebagaimana diatur dalam standar *Global Reporting Initiative* (GRI). Proses ini berfungsi sebagai panduan sistematis bagi organisasi dalam menghasilkan laporan yang relevan dan berkualitas. Tahapan tersebut meliputi:

1. Memahami konteks Perseroan

Dyandra melakukan analisis menyeluruh terhadap berbagai aspek, mulai dari nilai, strategi, kegiatan bisnis, produk dan layanan, hingga karakteristik karyawan. Perseroan juga meninjau hubungan dengan mitra bisnis serta mengkaji isu keberlanjutan yang relevan, termasuk tantangan perubahan iklim, kepatuhan terhadap regulasi, dan dukungan terhadap komitmen pemerintah maupun inisiatif global. Selain itu, Dyandra mengidentifikasi pemangku kepentingan utama dan melibatkan mereka secara aktif dalam pengelolaan dampak perusahaan terhadap keberlanjutan dan iklim.

2. Identifikasi dampak aktual

Melakukan identifikasi dampak aktual dan potensial, baik dampak positif maupun dampak negatif terhadap ekonomi, lingkungan dan sosial

3. Menilai signifikansi dampak

Dyandra melakukan penilaian terhadap dampak yang telah teridentifikasi dengan menggunakan pendekatan berbasis skala prioritas. Dalam proses ini, Dyandra melibatkan pemangku kepentingan untuk memperoleh masukan yang relevan, sekaligus melakukan validasi atas aspek-aspek material yang dianggap signifikan bagi keberlanjutan perusahaan.

4. Memprioritaskan dampak yang paling signifikansi untuk pelaporan

Dyandra memetakan dampak yang paling signifikan sebagai dasar penentuan fokus pelaporan keberlanjutan. Dalam proses ini, Dyandra mengelompokkan dampak-dampak tersebut ke dalam sejumlah topik prioritas dengan merujuk pada pedoman GRI *Standards*. Setelah dilakukan pemetaan dan penentuan skala prioritas, Perseroan menetapkan jumlah dan jenis topik material yang akan diungkapkan dalam laporan keberlanjutan ini..

Topik Material dan Batasan ^[GRI 2-2, 3-2, 3-3]

Melalui proses penentuan topik material, Perseroan menetapkan lima isu prioritas yang sejalan dengan Strategi Keberlanjutan, yaitu:

1. Energi (GRI 302)
2. Limbah (GRI 306)
3. Air (GRI 303)
4. Ketenagakerjaan (GRI 401)
5. Keberagaman dan Inklusi (GRI 405).

Process for Determining Report Content and Materiality ^[GRI 3-1] ^[GRI 3-2]

In preparing the material topics and content of the sustainability report, the Company follows four main stages as stipulated in the Global Reporting Initiative (GRI) standards. This process serves as a systematic guide for organizations in producing relevant and high-quality reports. These stages include:

1. Understanding the Company's Context

Dyandra conducts a comprehensive analysis of various aspects, including values, strategies, business activities, products and services, and employee characteristics. The Company also reviews relationships with business partners and examines relevant sustainability issues, including climate change challenges, regulatory compliance, and support for government commitments and global initiatives. In addition, Dyandra identifies key stakeholders and actively engages them in managing the Company's sustainability and climate impacts.

2. Identifying Actual Impacts

Identifying actual and potential impacts, both positive and negative, on the economy, environment, and society.

3. Assessing the Significance of the Impact

Dyandra assesses the identified impacts using a priority scale approach. In this process, Dyandra engages stakeholders to obtain relevant input, while also validating material aspects considered significant for the Company's sustainability.

4. Prioritising the Most Significant Impacts for Reporting

Dyandra maps the most significant impacts as the basis for determining the focus of sustainability reporting. These impacts are then grouped into several priority topics with reference to the GRI Standards guidelines. After mapping and prioritization, the Company determines the number and type of material topics to be disclosed in this sustainability report.

Material Topics and Boundaries ^[GRI 2-2, 3-2, 3-3]

Through the materiality determination process, the Company has identified five priority issues aligned with its Sustainability Strategy, namely:

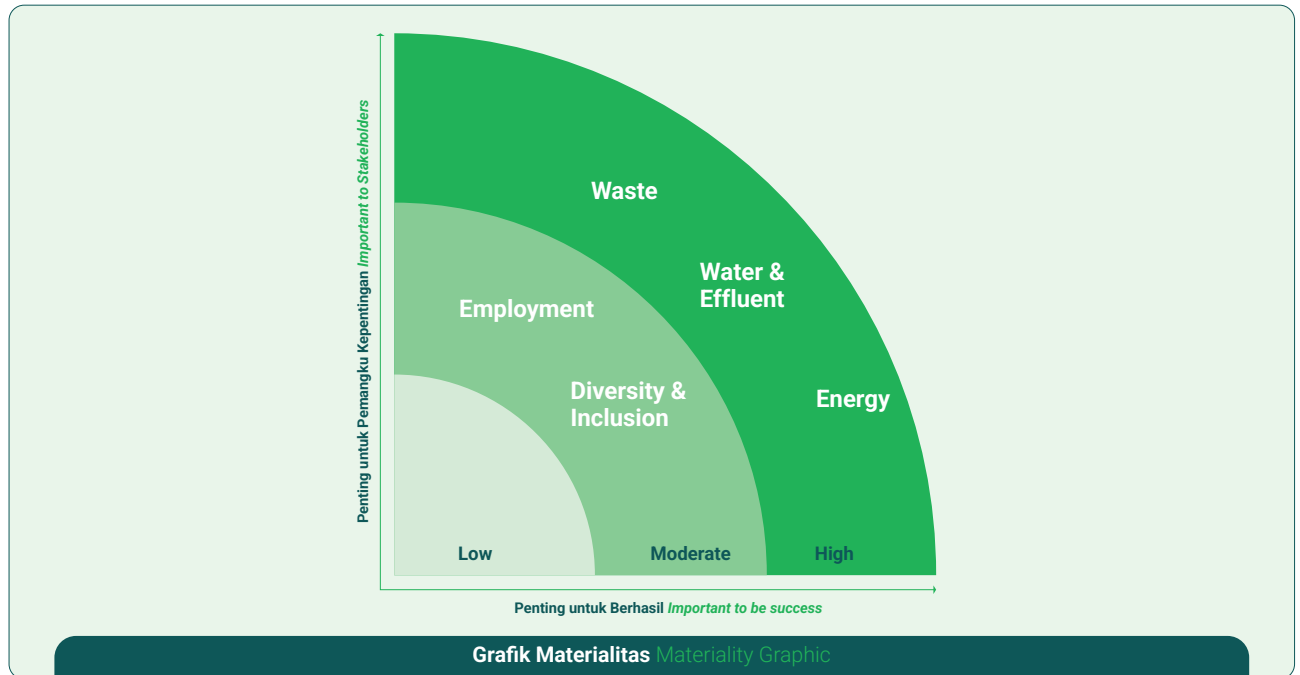
1. Energy (GRI 302)
2. Waste (GRI 306)
3. Water (GRI 303)
4. Employment (GRI 401)
5. Diversity and Inclusion (GRI 405).

Sebagai kelompok usaha yang bergerak di industri MICE, kelima topik tersebut dipandang relevan karena memiliki dampak signifikan terhadap Perseroan, masyarakat, dan lingkungan sekitarnya.

Selanjutnya, topik-topik material tersebut diprioritaskan menjadi 3 (tiga) tingkatan, yaitu High, Medium dan Low yang dapat dilihat pada grafik berikut ini.

As a business group operating in the MICE industry, the five topics are considered relevant due to their significant impact on the Company, society, and environment.

Furthermore, these material topics are prioritized into three levels—High, Medium, and Low—as illustrated in the following chart.



Boundary atau batasan Laporan ini adalah seluruh anak perusahaan Khusus untuk data keuangan menggunakan dari laporan keuangan konsolidasi yang telah diaudit secara independen.

The scope of this Report covers all subsidiaries. Specifically for financial data, the information is derived from the consolidated financial statements, which have been independently audited.

Verifikasi Pihak Eksternal [GRI 2-5]

Laporan Keberlanjutan Tahun 2025 ini tidak memperoleh verifikasi dari pihak independen eksternal. Namun, seluruh informasi yang disampaikan telah melalui proses penelaahan dan pengendalian internal untuk memastikan keakuratan data serta menjaga akuntabilitas penyajian laporan.

Third Party Verification [GRI 2-5]

This 2025 Sustainability Report has not been verified by an independent external party. However, all information presented has undergone internal review and control processes to ensure data accuracy and maintain accountability in the presentation of the Report.

Aksesibilitas dan Umpan Balik [GRI 2-3]

Perseroan terbuka terhadap berbagai saran, masukan, maupun kritik yang konstruktif sebagai bagian dari upaya berkelanjutan untuk meningkatkan kualitas pelaporan di masa mendatang. Untuk penyampaian tanggapan atau korespondensi lebih lanjut terkait Laporan Keberlanjutan ini, Perseroan menyediakan formulir umpan balik pada bagian akhir laporan yang dapat disampaikan melalui:

Accessibility and Feedback [GRI 2-3]

The Company welcomes suggestions, input, and constructive criticism as part of its continuous efforts to enhance the quality of future reporting. For feedback or further correspondence regarding this Sustainability Report, the Company provides a feedback form at the end of the Report, which can be submitted through:

Sekretaris Perusahaan

Corporate Secretary

PT Dyandra Media International, Tbk

Gedung Dyandra Promosindo

Jl Gelora 7 No. 15, Palmerah, Jakarta Pusat – 10270

corsec@dyandramedia.com





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Sambutan Direktur Letter From the Board of Directors



“ Bagi Dyandra, tahun ini menjadi momentum penting untuk mendefinisikan kembali bagaimana sebuah perhelatan dirancang, dijalankan, dan diwariskan manfaatnya.

For Dyandra, this year marks an important momentum to redefine how events are designed, executed, and how the benefits are passed down. ”

Daswar Marpaung
Direktur Utama / President Director

Para pemangku kepentingan yang terhormat,

Puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa, PT Dyandra Media International Tbk dapat kembali menerbitkan Laporan Keberlanjutan untuk tahun buku 2025. Laporan yang telah memasuki tahun kelima penerbitannya ini merupakan cerminan komitmen Perseroan dalam menjalankan operasional dan kegiatan bisnis secara bertanggung jawab guna berkontribusi pada pencapaian pembangunan berkelanjutan.

Pada tahun 2025 ini, Perseroan mengusung tema “Transformasi Terarah, Menciptakan Nilai Keberlanjutan”. Dalam dinamika global yang terus berubah, kami menyadari bahwa industri *Meeting, Incentive, Convention, and Exhibition* (MICE) mengalami pergeseran peran yang signifikan. Saat ini, *event* tidak lagi sekadar menjadi ruang pertemuan, melainkan telah berfungsi sebagai medium interaksi, kolaborasi, dan penciptaan nilai yang lebih luas.

Bagi Dyandra, tahun ini menjadi momentum penting untuk mendefinisikan kembali bagaimana sebuah perhelatan dirancang, dijalankan, dan diwariskan manfaatnya. Kami meyakini bahwa setiap acara harus berevolusi menjadi platform yang adaptif, inklusif, dan dijalankan secara bertanggung jawab.

Dear Valued Stakeholders,

Praise to God Almighty, PT Dyandra Media International Tbk is once again able to publish its Sustainability Report for the fiscal year 2025. Now in its fifth year of publication, this report reflects the Company's commitment to conducting operations and business activities responsibly, contributing to the achievement of sustainable development.

In 2025, the Company adopts the theme “Evolving Events, Creating Sustainable Value”. Amidst a constantly evolving global dynamic, we recognize that the Meeting, Incentive, Convention, and Exhibition (MICE) industry is undergoing a significant transformation. Events are no longer merely spaces for meetings; they now serve as mediums for interaction, collaboration, and broader value creation.

For Dyandra, this year marks an important momentum to redefine how events are designed, executed, and how the benefits are passed down. We believe that every event must evolve into an adaptive, inclusive, and responsibly managed platform.



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Kinerja Berkelanjutan

Komitmen kami terhadap keberlanjutan melampaui pencapaian kinerja finansial semata. Melalui strategi *Creating Sustainable Value*, Dyandra berfokus pada penciptaan dampak jangka panjang yang seimbang bagi lingkungan (*Planet*), manusia (*People*), dan keberlanjutan usaha (*Profit*). Evolusi yang kami dorong dilakukan secara terarah dengan mengintegrasikan teknologi dan praktik pengelolaan terbaik. Kami melakukan digitalisasi sistem pameran, optimalisasi proses operasional, serta penerapan prinsip ekonomi sirkular dalam desain dan konstruksi untuk mengurangi dampak lingkungan.

Sepanjang tahun 2025, Perseroan menghadapi berbagai tantangan keberlanjutan termasuk dorongan penghematan energi, pengelolaan limbah, penggunaan air yang lebih bijak serta digitalisasi. Menghadapi tantangan tersebut Perseroan telah mengimplementasikan berbagai kegiatan di antaranya memaksimalkan penggunaan lampu hemat energi, pemanfaatan *grey water*, serta penggunaan bahan ramah lingkungan.

Perseroan telah mengelola 991,60 ton limbah secara bertanggung jawab sebagai wujud kepedulian terhadap kelestarian bumi. Sebagai perusahaan yang menempatkan sumber daya manusia sebagai aset utama, keberhasilan seluruh inisiatif operasional kami didukung penuh oleh 951 karyawan yang tangguh dan berdedikasi.

Kami terus berupaya memberdayakan talenta lokal, mendorong keberagaman, serta menjamin keselamatan operasional menuju *target zero accident*. Di saat yang sama, komitmen sosial kami kepada masyarakat diwujudkan melalui berbagai program Tanggung Jawab Sosial dan Lingkungan (TJSL) dengan total dana yang disalurkan mencapai Rp1.325.135.915 pada tahun ini.

Sustainability Performance

Our commitment to sustainability goes beyond financial performance alone. Through the *Creating Sustainable Value* strategy, Dyandra focuses on creating long-term impacts that balance the environment (*Planet*), people (*People*), and business sustainability (*Profit*). This evolution is pursued in a deliberate manner by integrating technology and best management practices. We have implemented digitalization system for exhibition, operational process optimization, and circular economy principles in design and construction to reduce environmental impact.

Throughout 2025, the Company faced various sustainability challenges, including energy efficiency, waste management, prudent water use, and digitalization. In addressing these challenges, the Company has implemented various initiatives, including maximizing the use of energy-efficient lighting, utilizing grey water, and adopting environmentally friendly materials.

The Company responsibly managed 991.60 tons of waste as a manifestation of its care for environmental preservation. As a company that regards human resources as its most valuable asset, the success of all our operational initiatives is fully supported by 951 resilient and dedicated employees.

We continuously strive to empower local talent, promote diversity, and ensure operational safety towards a zero accident target. At the same time, our social commitment to the community is realized through various Corporate Social and Environmental Responsibility (CSR) programs, with total funds disbursed amounting to Rp1,325,135,915 this year.



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Menatap Ekosistem MICE yang Berorientasi Masa Depan

Melalui semangat “*Evolving Events, Creating Sustainable Value*”, Dyandra menegaskan perannya sebagai penggerak ekosistem MICE yang berorientasi masa depan. Perseroan tidak hanya berfokus menyelenggarakan acara untuk kebutuhan hari ini, tetapi juga membangun fondasi nilai yang manfaatnya dapat dirasakan secara berkelanjutan.

Perseroan menempatkan pengembangan dan penguatan *event* berbasis *Intellectual Property* (IP) sebagai pilar utama pertumbuhan. Langkah ini ditujukan untuk memastikan keberlanjutan pendapatan, meningkatkan daya saing, serta memperkuat posisi Perseroan sebagai penyelenggara *event* terdepan dengan portofolio unggulan yang relevan dengan kebutuhan pasar.

Dalam menjalankan strategi tersebut, Perseroan terus menghadirkan konsep *event* yang kreatif dan responsif terhadap dinamika industri, dengan menekankan aspek pengalaman, pemanfaatan teknologi, serta peningkatan keterlibatan peserta dan mitra. Pendekatan ini diharapkan mampu memberikan nilai tambah bagi seluruh pemangku kepentingan.

Mewakili jajaran Direksi, saya mengucapkan terima kasih yang sebesar-besarnya kepada Dewan Komisaris, para pemegang saham, seluruh insan Dyandra, pelanggan, dan mitra bisnis atas kepercayaan serta kerja sama yang telah terjalin. Dengan memadukan kreativitas, inovasi, dan kesadaran lingkungan, Dyandra berkomitmen penuh untuk menghadirkan industri MICE yang lebih hijau, tangguh, dan bermakna bagi generasi mendatang.

Looking Ahead to a Future-Oriented MICE Ecosystem

Through the spirit of “*Evolving Events, Creating Sustainable Value*”, Dyandra reaffirms its role as a driver of a future-oriented MICE ecosystem. The Company does not merely focus on organizing events to meet today’s needs, but also builds a foundation of values whose benefits can be experienced sustainably.

The Company places the development and strengthening of Intellectual Property (IP)-based events as a key pillar of growth. This initiative is aimed at ensuring revenue sustainability, enhancing competitiveness, and strengthening the Company’s position as a leading event organizer with a portfolio aligned to market needs.

In implementing this strategy, the Company continues to deliver event concepts that are creative and responsive to industry dynamics, emphasizing experience, technology utilization, and enhanced engagement of participants and partners. This approach is expected to generate added value for all stakeholders.

On behalf of the Board of Directors, I extend my deepest gratitude to the Board of Commissioners, shareholders, all Dyandra employees, customers, and business partners for their trust and collaboration. By combining creativity, innovation, and environmental awareness, Dyandra is fully committed to fostering a greener, more resilient, and more meaningful MICE industry for future generations.

Mewakili Direksi PT Dyandra Media International Tbk.

On behalf of the Board of Directors, PT Dyandra Media International Tbk

Daswar Marpaung
Direktur Utama / President Director



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Dyandra & Co.

PT DYANDRA MEDIA INTERNATIONAL Tbk.

Tanggung Jawab Pelaporan Keberlanjutan ^[GRI 2-14]

Kami yang bertandatangan di bawah ini menegaskan bahwa Laporan Keberlanjutan PT Dyandra Media International Tbk Tahun 2025 telah ditelaah dan disetujui secara menyeluruh. Kami bertanggung jawab sepenuhnya atas kebenaran dan integritas isi laporan, sesuai dengan ketentuan Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

Responsibility for Sustainability Reporting ^[GRI 2-14]

We, the undersigned, have reviewed and approved all the information contained in the Sustainability Report of PT Dyandra Media International Tbk for the year 2025. We are fully responsible for the accuracy of the entire contents of the report in accordance with OJK Regulation No. 51/POJK.03/2017 concerning Sustainable Finance.

Dewan Komisaris Board of Commissioners

Liliek Oetomo

Komisaris Utama
President Commissioner

Lo Stefanus

Komisaris
Commissioner

Widi Krastawan

Komisaris Independen
Independent Commissioner

Direksi Board of Directors

Daswar Marpaung

Direktur Utama
President Director

Ery Erlangga

Direktur
Director

Riyanthi Handayani

Direktur
Director

VISUAL
DAMPAK
EFISIENSI
ANGGARAN



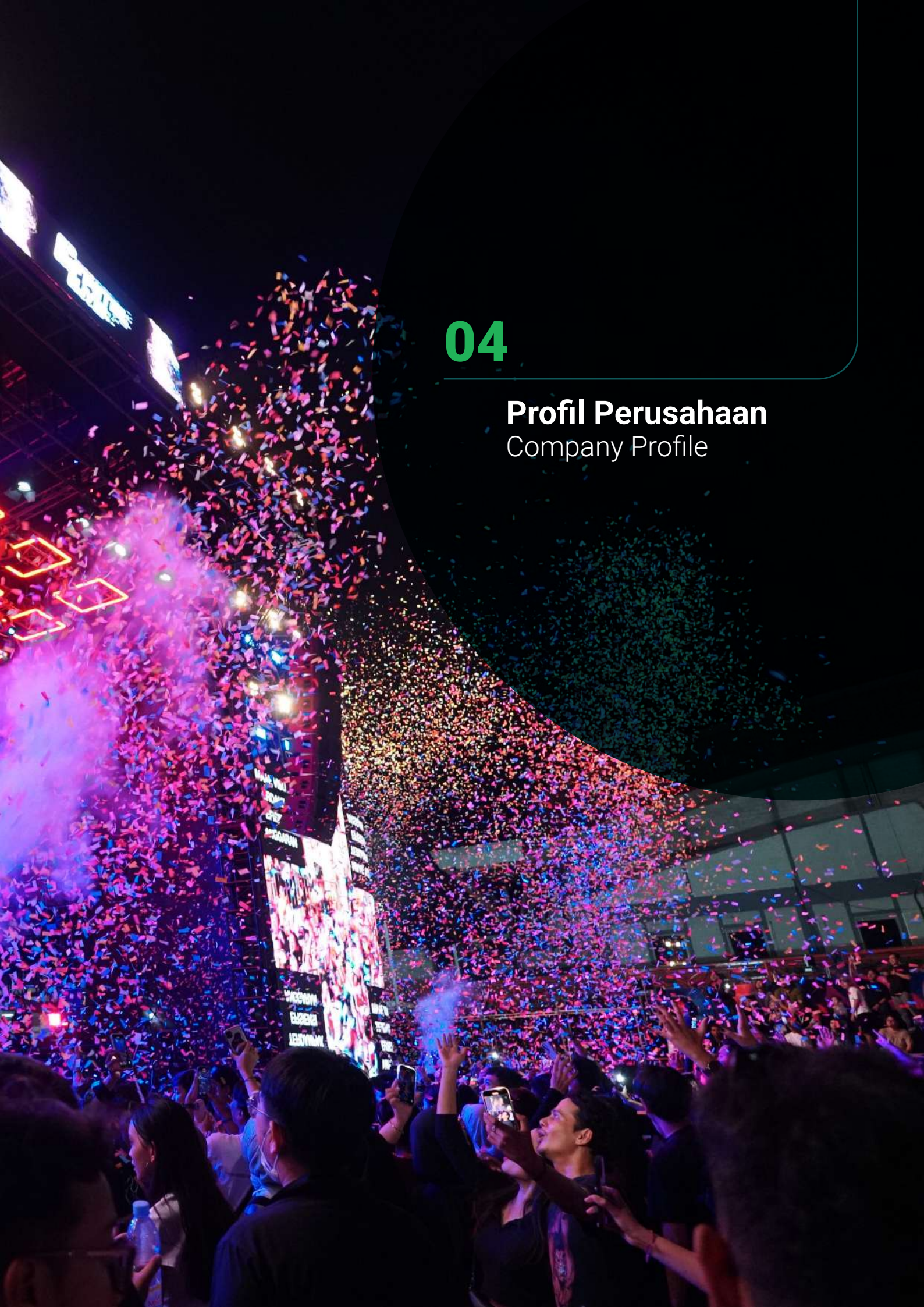
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EFISIENSI
ANGGARAN





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Dyandra&Co.
PT DYANDRA MEDIA INTERNATIONAL Tbk.

Informasi Umum dan Identitas Perusahaan

General Information and Corporate Identity

Nama Perusahaan ^{[OJK C.2] [GRI 2-1]} <i>Name of the Company</i>	PT Dyandra Media International Tbk.																											
Kode Saham <i>Shares Code</i>	DYAN																											
Nama Singkat <i>Nickname</i>	Dyandra&Co																											
Status Perusahaan <i>Status of the Company</i>	Perusahaan Terbuka <i>Public Company</i>																											
Alamat Kantor ^{[OJK C.2] [GRI 2-1]} <i>Address</i>	Jl. Johar No. 9, Kelurahan Menteng, Kecamatan Gondangdia, Jakarta Pusat 10310																											
Alamat Koresponden ^{[OJK C.2] [GRI 2-1]} <i>Correspondent Address</i>	Sekretaris Perusahaan <i>Corporate Secretary</i> Jl. Gelora 7 no. 15, Palmerah, Jakarta Pusat 10270																											
Telepon <i>Telephone</i>	(021) 53674111																											
Faksimile <i>Facsimile</i>	(021) 5396263																											
E-mail	corsec@dyandramedia.com																											
Website	www.dyandramedia.com																											
Instagram	@dyandramediainstl																											
Bidang Usaha ^{[OJK C.4] [GRI 2-6]} <i>Line of Business</i>	<ol style="list-style-type: none"> Bisnis Penyelenggara Event/Pameran <i>Event/Exhibition Organizer Business</i> Bisnis Pendukung <i>Supporting Event Business</i> Bisnis Ruang Konvensi dan Pameran <i>Venue Owned & Hall Management Business</i> Bisnis Hotel <i>Hotel Business</i> 																											
Tanggal Berdiri <i>Date of establishment</i>	24 Juli 2007 <i>24 July 2007</i>																											
Dasar Hukum Pendirian Usaha <i>Legal Basis for Establishment</i>	Akta Notaris Retno Handayani Rahayu, S.H. (pengganti Esther Mercia Sulaiman S.H.) <i>Deed of Notary Retno Handayani Rahayu, S.H. (In leu of Esther Mercia Sulaiman S.H.)</i>																											
Modal Dasar <i>Authorized Capital</i>	Rp1.000.000.000.000,-																											
Modal Ditempatkan dan Disetor Penuh <i>Issued and Fully Paid Capital</i>	Rp 427.296.427.900,-																											
Jumlah Karyawan 2025 <i>Number of Employees in 2025</i>	Total 951 karyawan (349 Karyawan Tetap & 602 Karyawan Kontrak) <i>Total 951 employees (349 Permanent & 602 Contracts)</i>																											
Pemegang saham ^{[OJK C.3.c] [GRI 2-1]} <i>Shareholders</i>	 <table border="1"> <tr> <td>1</td> <td>PT Teletransmedia</td> <td>51,47%</td> </tr> <tr> <td>2</td> <td>PT Yulie Sekuritas Indonesia</td> <td>6,85%</td> </tr> <tr> <td>3</td> <td>PT Mondial Investama</td> <td>5,27%</td> </tr> <tr> <td>4</td> <td>Rina RA. H. Radinal Maksum</td> <td>5,17%</td> </tr> <tr> <td>5</td> <td>Liilik Oetomo</td> <td>0,01%</td> </tr> <tr> <td>6</td> <td>Daswar Marpaung</td> <td>0,01%</td> </tr> <tr> <td>7</td> <td>Ery Erlangga</td> <td>0,01%</td> </tr> <tr> <td>8</td> <td>Riyanthi Handayani</td> <td>0,01%</td> </tr> <tr> <td>9</td> <td>Masyarakat (Public)</td> <td>31,20%</td> </tr> </table>	1	PT Teletransmedia	51,47%	2	PT Yulie Sekuritas Indonesia	6,85%	3	PT Mondial Investama	5,27%	4	Rina RA. H. Radinal Maksum	5,17%	5	Liilik Oetomo	0,01%	6	Daswar Marpaung	0,01%	7	Ery Erlangga	0,01%	8	Riyanthi Handayani	0,01%	9	Masyarakat (Public)	31,20%
1	PT Teletransmedia	51,47%																										
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Dyandra at a Glance

PT Dyandra Media International Tbk (Dyandra&Co), selanjutnya disebut "Perseroan", didirikan pada tanggal 24 Juli 2007 berdasarkan Akta No. 72 yang dibuat di hadapan Notaris Retno Handayani Rahayu, S.H., selaku pengganti Notaris Esther Mercia Sulaiman, S.H., di Jakarta. Akta pendirian tersebut telah memperoleh pengesahan dari Kementerian Kehakiman Republik Indonesia melalui Keputusan No. W7-09285 HT.01.01.-TH.2007 tanggal 23 Agustus 2007 serta telah didaftarkan dalam Daftar Perusahaan sesuai dengan Undang-Undang No. 3 Tahun 1982 tentang Wajib Daftar Perusahaan dengan Tanda Daftar Perusahaan No. 09.05.1.74.56992 pada Kantor Pendaftaran Perusahaan Kodya Jakarta Pusat, sebagaimana tercatat dengan No. 2451/BH.09.05/IX/2007 tanggal 12 September 2007.

Pada saat pendirian, Perseroan beroperasi sebagai perusahaan penyelenggara acara dengan nama badan hukum PT Dyandra Promosindo. Seiring dengan perkembangan usaha, pada tahun 2011 Perseroan melakukan restrukturisasi dengan mengelompokkan kegiatan usaha ke dalam empat lini bisnis, yaitu Penyelenggaraan Acara/Pameran, Pendukung Acara, Ruang Konvensi dan Pameran, serta Perhotelan. Dalam rangka penguatan struktur usaha, Perseroan juga melakukan akuisisi atas PT Nusa Dua Indonesia dan PT Graha Multi Utama yang selanjutnya menjadi entitas anak Perseroan.

Sejak Perseroan berdiri, Perseroan beberapa kali mengalami perubahan Anggaran Dasar. Perubahan terakhir tertuang dalam Akta No. 25 tanggal 10 Juni 2021, yang dibuat di hadapan Yulia, S.H., Notaris di kota Jakarta Selatan. Isi dari akta tersebut sehubungan dengan persetujuan para Pemegang Saham Perseroan atas:

Perubahan Pasal 9, Pasal 10, Pasal 11, Pasal 12, Pasal 13, Pasal 14, Pasal 15, Pasal 16, Pasal 17, Pasal 18, Pasal 19, Pasal 20, Pasal 21, Pasal 22, Pasal 23, Pasal 24, Pasal 25, Pasal 26, Pasal 27, Pasal 28.

- Memperoleh Persetujuan MenKumham berdasarkan Surat Keputusan No. AHU-0034951.AH.01.02.TAHUN 2021 tertanggal 18 Juni 2021 dan telah didaftarkan dalam Daftar Perusahaan sesuai UUPT dengan No. AHU-0107742.AH.01.11.TAHUN 2021 tanggal 18 Juni 2021; dan
- Telah diterima dan dicatat dalam *database* Sisminbakum Kemenkumham berdasarkan Surat Penerimaan No. AHU-AH.01.03-0384614 tanggal 18 Juni 2021 dan telah didaftarkan dalam Daftar Perusahaan sesuai UUPT dengan No. AHU-0107742.AH.01.11.TAHUN 2021 tanggal 18 Juni 2021.

Pada tanggal 25 Maret 2013, Perseroan resmi tercatat di Bursa Efek Indonesia dengan melepaskan saham sebanyak 1.282.000.000 lembar saham.

PT Dyandra Media International Tbk (Dyandra&Co), hereinafter referred to as the "Company," was established on July 24, 2007, pursuant to Deed No. 72 drawn up before Notary Retno Handayani Rahayu, S.H., acting as substitute for Notary Esther Mercia Sulaiman, S.H., in Jakarta. The deed of establishment was approved by the Ministry of Justice of the Republic of Indonesia through Decision No. W7-09285 HT.01.01.-TH.2007 dated August 23, 2007, and was registered in the Company Register in accordance with Law No. 3 of 1982 concerning Mandatory Company Registration, under Company Registration Certificate No. 09.05.1.74.56992 at the Central Jakarta City Company Registration Office, as recorded under No. 2451/BH.09.05/IX/2007 dated September 12, 2007.

At the time of its establishment, the Company operated as an event organizer under the legal entity name PT Dyandra Promosindo. In line with business development, in 2011 the Company underwent a restructuring by grouping its business activities into four lines: Event/Exhibition Organizer Business, Supporting Event Business, Venue Owned and Hall Management Business, and Hotel Business. To strengthen its business structure, the Company also acquired PT Nusa Dua Indonesia and PT Graha Multi Utama, which subsequently became its subsidiaries.

Since its establishment, the Company has undergone several amendments to its Articles of Association. The most recent amendment is set forth in Deed No. 25 dated June 10, 2021, drawn up before Yulia, S.H., Notary in South Jakarta. The contents of this deed relate to the approval of the Company's Shareholders regarding:

Amendments to Article 9, Article 10, Article 11, Article 12, Article 13, Article 14, Article 15, Article 16, Article 17, Article 18, Article 19, Article 20, Article 21, Article 22, Article 23, Article 24, Article 25, Article 26, Article 27, Article 28.

- Obtained approval from the Minister of Law and Human Rights pursuant to Decree No. AHU-0034951.AH.01.02.TAHUN 2021 dated June 18, 2021, and registered in the Company Register in accordance with the Company Law under No. AHU-0107742.AH.01.11.TAHUN 2021 dated June 18, 2021; and
- Received and recorded in the Sisminbakum database of the Ministry of Law and Human Rights pursuant to Receipt No. AHU-AH.01.03-0384614 dated June 18, 2021, and registered in the Company Register in accordance with the Company Law under No. AHU-0107742.AH.01.11.TAHUN 2021 dated June 18, 2021.

On March 25, 2013, the Company was officially listed on the Indonesia Stock Exchange by releasing 1,282,000,000 shares.



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Penghargaan dan Sertifikasi

Awards & Certifications

Penghargaan Tahun 2025

Awards in 2025

Kategori Penghargaan

Awards Category

Kebun Raya Bogor Raih ASEAN Sustainable Tourism Award

Bogor Botanical Gardens Wins ASEAN Sustainable Tourism Award

Kebun Raya Bogor (KRB) meraih penghargaan ASEAN Sustainable Tourism Award untuk kategori *Urban Category* pada ajang ASEAN Tourism Awards 2026 yang diselenggarakan pada 30 Januari 2026 di Cebu, Filipina.

Penghargaan ini menegaskan posisi Kebun Raya Bogor sebagai destinasi wisata unggulan yang berhasil memadukan aspek edukasi, konservasi alam, dan pelayanan pariwisata berstandar regional.

Bogor Botanical Gardens (KRB) received the ASEAN Sustainable Tourism Award in the Urban Category at the ASEAN Tourism Awards 2026, held on January 30, 2026, in Cebu, Philippines.

This award reaffirms the position of Bogor Botanical Gardens as a leading tourism destination that successfully integrates education, nature conservation, and tourism services aligned with regional standards



Bali Nusa Dua Convention Center Raih Best Convention & Exhibition Centre – Indonesia

Bali Nusa Dua Convention Center Wins Best Convention & Exhibition Centre – Indonesia

Bali Nusa Dua Convention Center (BNDCC), yang dikelola PT Nusa Dua Indonesia, meraih penghargaan prestisius “Best Convention & Exhibition Centre – Indonesia” pada *The 34th Annual TTG Travel Awards 2025* di Bangkok. Penghargaan ini menegaskan posisi BNDCC sebagai pemimpin industri MICE di Asia-Pasifik berkat keunggulan layanan dan fasilitasnya.

Bali Nusa Dua Convention Center (BNDCC), managed by PT Nusa Dua Indonesia, received the prestigious Best Convention & Exhibition Centre – Indonesia award at *The 34th Annual TTG Travel Awards 2025* in Bangkok.

This recognition reaffirms BNDCC’s position as a leader in the MICE industry across the Asia-Pacific region, thanks to its excellence in services and facilities.



Mitra Natura Raya Juara Lomba Inovasi KG

Mitra Natura Raya Wins Kompas Gramedia Innovation Competition

PT Mitra Natura Raya melalui proyek “Sunset di Kebun” meraih penghargaan berupa juara 3 Lomba INOVASI KG untuk Kategori Finansial yang diselenggarakan oleh Kompas Gramedia.

PT Mitra Natura Raya, through its project “Sunset in the Garden”, won 3rd place in the Kompas Gramedia Innovation Competition (INOVASI KG) under the Financial Category.





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Sertifikasi Tahun 2025

Certification in 2025

Nama Sertikasi Certification	Tanggal Perolehan Date of Acquisition	Berlaku Hingga Valid Until	Pemberi Sertifikasi Certifier	
 Quality Management Systems ISO 9001: 2015	 ISO 9001:2015 (Quality Management Systems)	12 November 2025 12 November 2025	22 November 2028 22 November 2028	LMS Assessments Limited
 Environmental Management System ISO 14001: 2015	 ISO 14001:2015 (Environmental Management Systems)	16 Januari 2026 16 January 2026	24 Januari 2029 24 January 2029	LMS Assessments Limited
 Occupational Health & Safety Management System ISO 45001: 2018	 ISO 45001:2018 (Occupational Health and Safety Management System)	16 Januari 2026 16 January 2026	24 Januari 2029 24 January 2029	LMS Assessments Limited

Peristiwa Penting

Important Events



Juni 2025

Pengalihan Seluruh Saham di dalam PT Visicita Imaji Semesta milik PT Dyandra Promosindo kepada Bapak Indra Asikin melalui transaksi Jual Beli Saham pada 17 Juni 2025.

June 2025

The transfer of all shares of PT Visicita Imaji Semesta owned by PT Dyandra Promosindo to Mr. Indra Asikin through a share purchase transaction on June 17, 2025.




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Visi, Misi, dan Nilai Keberlanjutan [OJK C.1]

Sustainability Vision, Mission, and Values

VISI VISION

Menjadi perusahaan terkemuka dalam hal manajemen event terpadu di Asia Tenggara dengan mengedepankan ekonomi berkelanjutan.

To become the leading company in integrated event management throughout Southeast Asia by prioritizing economic sustainability.

MISI MISSION

Menjadi mitra bisnis terpercaya yang selalu memberikan standar layanan tertinggi dan solusi inovatif, dengan mengedepankan profesionalisme dalam Bisnis Penyelenggaraan Event dan Pameran, Bisnis Pendukung Event, Bisnis Ruang Konvensi dan Pameran, serta Bisnis Hotel yang bertanggung jawab terhadap lingkungan.

To become a trusted business partner that always provides the highest service standards and innovative solutions by promoting professionalism in Event and Exhibition Organizer Business, Supporting Event Business, Venue Owned & Hall Management Business and Hotel Business that also responsible for the environment.

Skala Usaha Perusahaan [OJK C.3]

Scope and Scale of Business

Tabel Skala Usaha

Scale of Business of Table

Uraian/Description	2025	2024	2023	2022	2021
Jumlah Anak Perusahaan Number of Subsidiaries	23	26	26	28	28
Jumlah Karyawan (orang) Number of Employees (person)	951	1.139	1.139	834	778
Total Aset (miliar Rp) Total Assets (billion Rp)	1.256,67	1.212,00	1.203,64	1.088,33	959,60
Pendapatan Usaha (miliar Rp) Operating Revenues (billion Rp)	1.219,35	1.458,22	1.329,12	1.210,48	563,84
Total Liabilitas (miliar Rp) Total Liabilities (billion Rp)	533,38	530,01	611,35	577,62	478,29
Total Ekuitas (miliar Rp) Total Equity (billion Rp)	723,28	682,00	592,29	510,71	481,31
Total Kapitalisasi (miliar Rp) Total Capitalization (billion Rp)	405,93	384,57	363,20	418,75	320,47



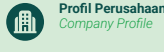
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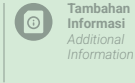
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Bidang Usaha

Berdasarkan Pasal 3 Anggaran Dasar Perseroan dengan Akta No. 25 tanggal 10 Juni 2021, maksud dan tujuan Perseroan adalah menjalankan bisnis pada bidang jasa, pembangunan, perdagangan, dan perindustrian.

Line of Business

Based on Article 3 of the Company's Articles of Association as set forth in Deed No. 25 dated June 10, 2021, the purpose and objectives of the Company are to conduct business in the fields of services, construction, trade, and industry..

Jaringan Hotel Graha Multi Utama

Graha Multi Utama Hotel Network

No	Nama Hotel Hotel Name	Lokasi Location	Jumlah Kamar Total Rooms
1	Hotel Santika Siligita Nusa Dua	Bali	153
2	Hotel Amaris Pekanbaru	Pekanbaru	99
3	Hotel Amaris Bandara	Tangerang	118
4	Hotel Amaris Thamrin City	Jakarta	187
5	Hotel Amaris Panglima Polim 2	Jakarta	38
6	Hotel Amaris Pratama	Bali	130

Kegiatan Usaha [GRI 2-6] [OJK C.3]

Dalam pelaksanaannya, kegiatan usaha Perseroan dikelompokkan ke dalam empat pilar utama, yaitu:

- (1) Bisnis Penyelenggara *Event*/Pameran,
- (2) Bisnis Pendukung *Event*,
- (3) Bisnis Ruang Konvensi dan Pameran, serta
- (4) Bisnis Hotel.

Dua pilar pertama—yakni *sub-holding* Bisnis Penyelenggara *Event*/Pameran dan Bisnis Pendukung *Event*—diklasifikasikan dalam kelompok *Event and Exhibition Business*. Sementara itu, dua pilar lainnya, yaitu Bisnis Ruang Konvensi dan Pameran serta Bisnis Hotel, termasuk dalam kelompok usaha properti.

1 Bisnis Penyelenggara Acara/Pameran

Kegiatan usaha di bidang penyelenggaraan acara dan pameran, yang terintegrasi dengan berbagai layanan dalam industri MICE, dijalankan melalui entitas anak, PT Dyandra Promosindo. Entitas ini didukung oleh 12 anak perusahaan yang memperkuat operasional dan pengembangan bisnisnya.

Portofolio usaha mencakup penyelenggaraan pameran berbasis *Business to Business* (B2B) maupun *Business to Customer* (B2C) di berbagai sektor industri. Dalam pelaksanaannya, Perseroan menjalin kemitraan strategis dengan asosiasi dagang nasional dan internasional, instansi pemerintah, serta korporasi. Selain pameran, lini usaha ini juga meliputi penyelenggaraan *special event*, konser dan promotor musik, *digital activation*, serta operator *venue*.

Business Activities [GRI 2-6] [OJK C.3]

In its implementation, the Company's business activities are grouped into four main pillars, namely:

- (1) Event/Exhibition Organizer Business,
- (2) Supporting Event Business,
- (3) Venue Owned and Hall Management Business, and
- (4) Hotel Business

The first two pillars—namely the sub-holding of Event/Exhibition Organizer Business and Event Support Services Business—are classified under the Event and Exhibition Business group. Meanwhile, the other two pillars, namely the Convention and Exhibition Venue Business and the Hotel Business, fall under the Property Business group.

1 Event/Exhibition Organizer Business

The Company's business activities in event and exhibition organizing, integrated with various services within the MICE industry, are carried out through its subsidiary, PT Dyandra Promosindo. This entity is supported by 12 subsidiaries that strengthen its operations and business development.

The business portfolio includes organizing Business-to-Business (B2B) and Business-to-Customer (B2C) exhibitions across various industrial sectors. In its implementation, the Company establishes strategic partnerships with national and international trade associations, government institutions, and corporations. Beyond exhibitions, this business line also encompasses the organization of special events, concerts and music promotion, digital activation, as well as venue operator.



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2 Bisnis Pendukung Event

Lini bisnis pendukung acara dikelola oleh PT Dyamall Graha Utama (DGU), yang berfokus pada penyediaan layanan penunjang bagi perusahaan penyelenggara acara. Bersama entitas anaknya, DGU menyediakan berbagai jasa pendukung untuk kegiatan event dan pameran.

Saat ini DGU memiliki satu entitas anak, yaitu PT Sinar Dyandra Abadi (SDA), yang bergerak di bidang penyediaan jasa *lighting* dan *rigging* serta penyewaan sistem pencahayaan untuk acara dan pameran. SDA mengelompokkan layanannya ke dalam empat segmen utama: event korporasi, pagelaran musik, pesta pernikahan, dan pameran. Seiring perkembangannya, SDA telah dipercaya sebagai *Official Contractor* di sejumlah *convention & exhibition hall* terkemuka di Indonesia.

2 Supporting Event Business

The supporting event business is managed by PT Dyamall Graha Utama (DGU), which focuses on providing supporting services for event organizing companies. Together with its subsidiary, DGU offers a variety of supporting services for events and exhibitions.

Currently, DGU has one subsidiary, PT Sinar Dyandra Abadi (SDA), which specializes in lighting and rigging services as well as rental of lighting systems for events and exhibitions. SDA categorizes its services into four main segments: corporate events, music performances, wedding celebrations, and exhibitions. In line with its growth, SDA has been entrusted as an Official Contractor in several leading convention and exhibition halls in Indonesia.

3 Bisnis Ruang Konvensi dan Pameran

Sebagai bagian dari strategi ekspansi, Perseroan mengembangkan usaha di sektor *venue* dan *hall* dengan menyediakan solusi tempat penyelenggaraan acara yang terpadu. Melalui lini ini, Perseroan memastikan klien memperoleh akses ke fasilitas konvensi dan pameran yang representatif sesuai kebutuhan acara.

Bisnis ini dikelola oleh PT Nusa Dua Indonesia (NDI) yang memiliki dan mengoperasikan tiga hotel bintang 5, yaitu Bali Nusa Dua Convention Center (BNDCC), Bali Nusa Dua Hotel (BNDH), dan Dyandra Convention Center Surabaya (DCCS). BNDCC merupakan salah satu venue konvensi terbesar di Indonesia dengan fasilitas MICE terintegrasi di kawasan premium Nusa Dua, dilengkapi 44 ruang multifungsi termasuk Nusa Dua Hall seluas 4.400 m² dengan kapasitas hingga 12.000 orang.

3 Venue Owned and Hall Management Business

As part of its expansion strategy, the Company has developed its business in the venue and hall sector by providing integrated event venue solutions. Through this line of business, the Company ensures that clients gain access to representative convention and exhibition facilities tailored to their event needs. This business is managed by PT Nusa Dua Indonesia (NDI), which owns and operates three five-star hotels, namely Bali Nusa Dua Convention Center (BNDCC), Bali Nusa Dua Hotel (BNDH), and Dyandra Convention Center Surabaya (DCCS).

BNDCC is one of the largest convention venues in Indonesia, offering integrated MICE facilities in the premium Nusa Dua area, equipped with 44 multifunctional rooms including the Nusa Dua Hall covering 4,400 m² with a capacity of up to 12,000 people.

4 Bisnis Hotel

Lini bisnis perhotelan dijalankan oleh PT Graha Multi Utama, sub-holding Perseroan yang didirikan pada tahun 2008. Bersama entitas anaknya, perusahaan ini mengelola jaringan hotel berbintang dua hingga empat yang tersebar di berbagai wilayah Indonesia.

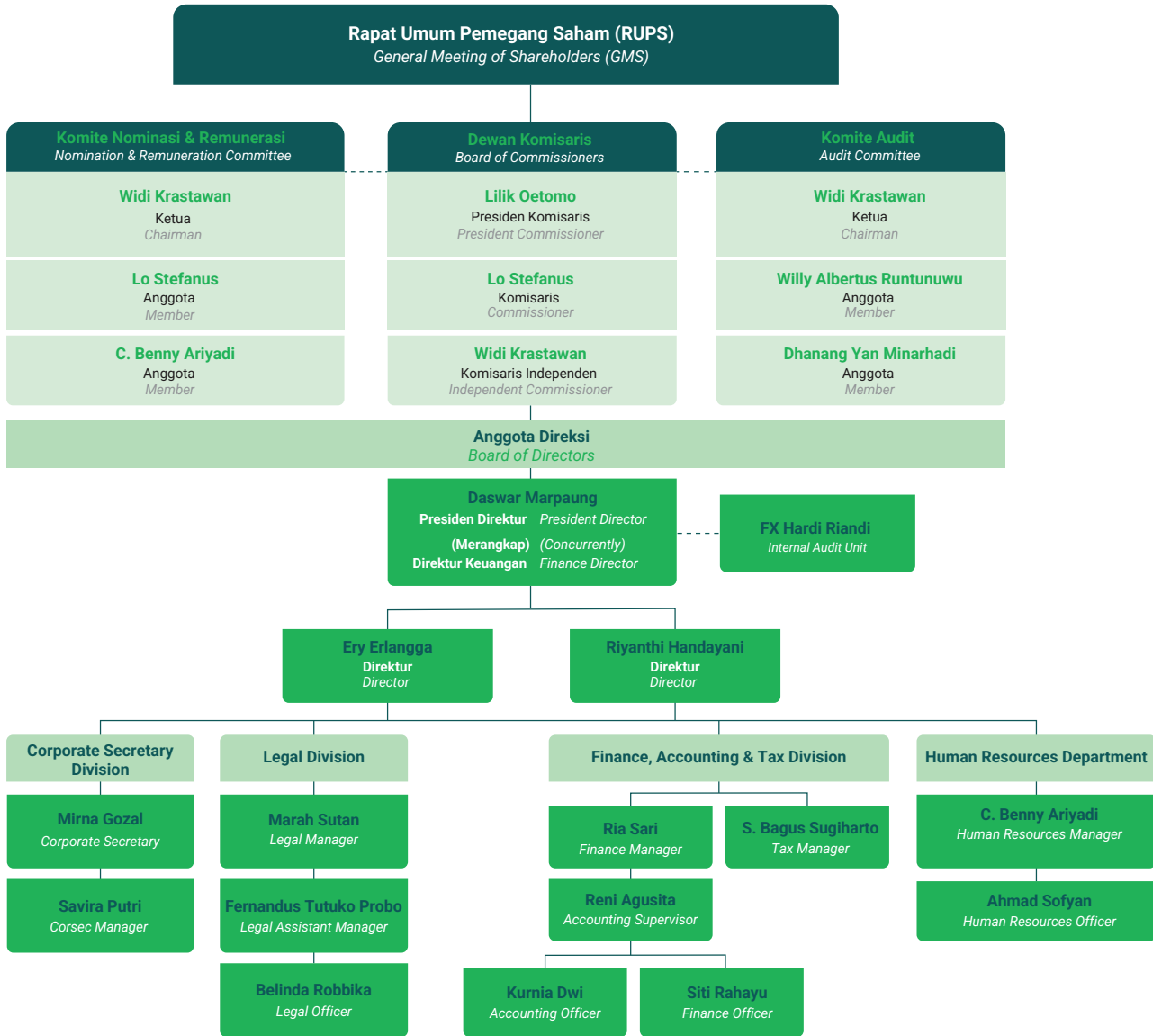
Hingga akhir tahun 2025, Perseroan memiliki 1 (satu) unit Hotel Santika dan 5 (lima) unit Hotel Amaris sebagai bagian dari portofolio usaha perhotelan.

4 Hotel Business

The hotel business is operated by PT Graha Multi Utama, a sub-holding of the Company established in 2008. Together with its subsidiaries, this company manages a network of two- to four-star hotels located across various regions of Indonesia.

At the end of the year 2025, the Company owns 1 (one) unit of Hotel Santika and 5 (five) units of Hotel Amaris as part of its hotel business portfolio.

Struktur Organisasi Organization Structure





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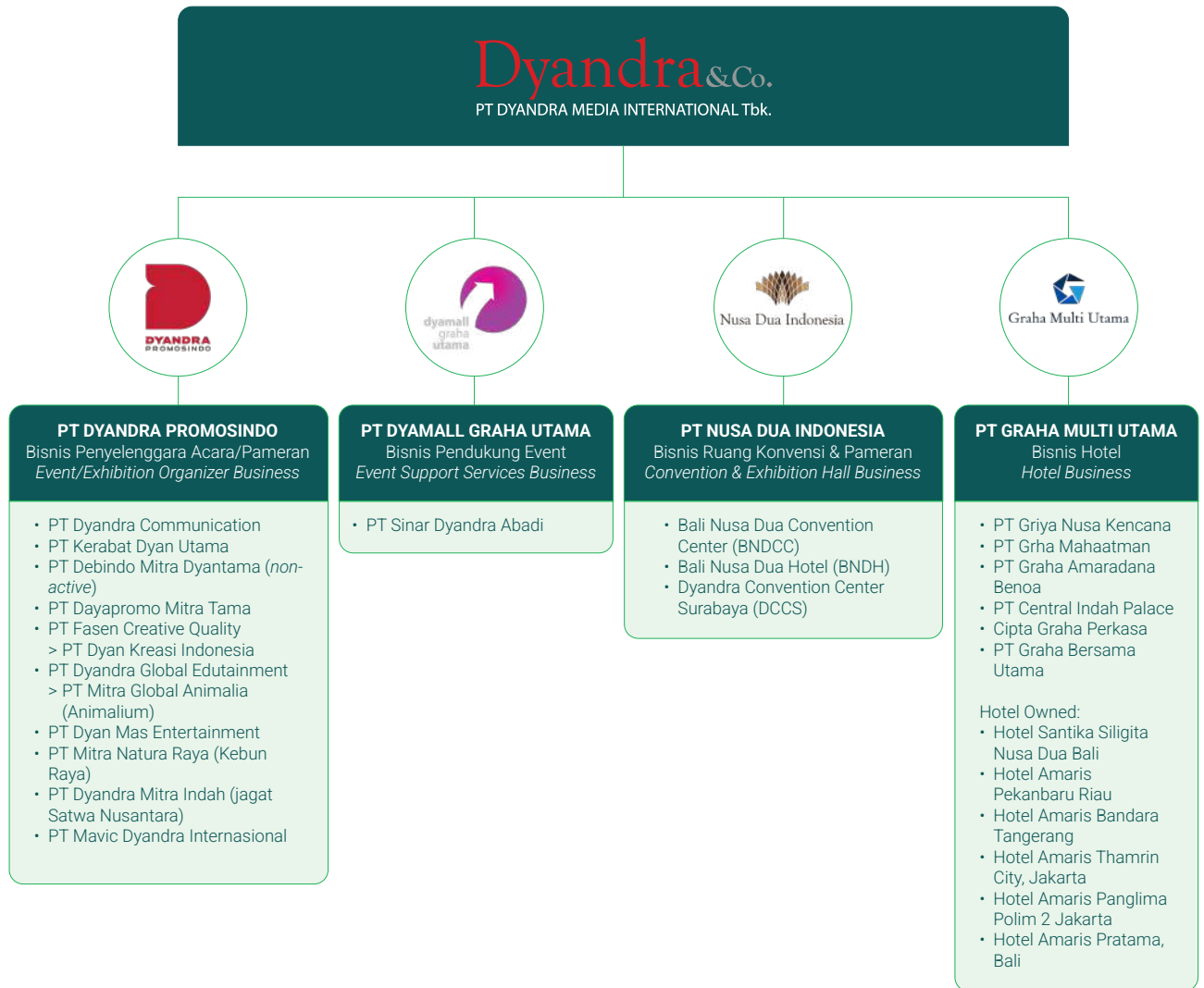
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Struktur Grup Perusahaan [GRI 2-2]

The Company's Group Structure





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Wilayah Operasional

Operational Area



PT Dyandra Media International Tbk

Kantor Pusat Head Office

Jl. Johar No. 9
Kelurahan Menteng Kecamatan Gondangdia
Jakarta Pusat 10310
Telepon/Phone: 021 – 3199 6077
Fax: 021 - 3199 6277
www.dyandramedia.com

Kantor Koresponden Correspondence Office

Gedung Dyandra Promosindo
Jl. Gelora VII No. 15, Palmerah Jakarta Pusat 10270
Telepon/Phone : 021 - 53674111
Fax :021 - 31996277
Email : corsec@dyandramedia.com

Alamat entitas anak

Subsidiary address

PT Dyandra Promosindo

Kantor Pusat Head Office

Gedung Dyandra Promosindo
Jl. Gelora VII No. 15, Palmerah Jakarta Pusat 10270
Telepon : +62-21 – 3199 6077
Fax : +62-21 – 3199 6277
Email : info@dyandra.com

Kantor Cabang Surabaya Branch Office Surabaya

Dyandra Convention Center Surabaya 1st Floor (ex Gramedia Expo)
Jl. Basuki Rachmat 93 – 105
Surabaya , 60271
Telepon : +62 31 - 531 3177
Fax : +62 31 - 532 3277

Kantor Cabang Makassar Branch Office Makassar

Jl. Bonto manai 8B, Mannuruiki, Kec. Tamalate, Kota Makassar, Sulawesi Selatan 90221
Telepon : +62 411 - 874 777 / 856 277
Fax : +62 411 - 856 027

PT Dyamall Graha Utama

JL. Johar No. 9, Kel. Menteng,
Kec. Gondangdia - Jakarta Pusat 10310
Phone: +62-21 - 3107117

PT Nusa Dua Indonesia

JL. Johar No. 9, Kel. Menteng,
Kec. Gondangdia - Jakarta Pusat 10310
Phone: 62-21-3903825;
Fax: +62-21-3923577

Kawasan Terpadu ITDC NW/1 Nusa Dua – Bali 80363,
Indonesia
Phone: +62 361-773000;
Fax: +62 361-778880

PT Graha Multi Utama

Jl. Husein Sastranegara Blok A No. 33
Tangerang
Phone: +62 21-54365333

Jl. Kemang Timur XI No.17, Bangka, Mampang Prapatan –
Jakarta Selatan
Phone: +62 21-22770432



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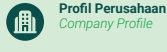


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Keanggotaan Asosiasi [OJK C5] [GRI 2-28]

Association Membership

No	Nama Perusahaan Company Name	Asosiasi Association	Logo
1	PT Dyandra Promosindo	Asosiasi Perusahaan Pameran Indonesia (Asperapi) <i>The Indonesian Exhibition Companies Association (IECA)</i>	
2	PT Dyandra Communication	<ol style="list-style-type: none"> 1 Kamar Dagang Dan Industri Indonesia (KADIN) <i>Indonesian Chamber of Commerce and Industry (KADIN)</i> 2 Asosiasi Perusahaan Pameran Indonesia (Asperapi) <i>The Indonesian Exhibition Companies Association/ IECA</i> 3 Federasi Asosiasi Eksibisi Dan Konvensi Asia (AFECA) <i>The Asian Federation of Exhibition and Convention Associations (AFECA)</i> 	  
3	PT Debindo Mitra Tama	Asosiasi Perusahaan Pameran Indonesia (Asperapi) Jawa Timur <i>The Indonesian Exhibition Companies Association/ IECA of East Java.</i>	
4	PT Dyandra Global Edutainment	Asosiasi Promotor Musik Indonesia (APMI) <i>Association of Indonesian Music Promoters (APMI)</i>	
5	PT Mitra Natura Raya	Dewan Pimpinan Daerah (DPD) Perhimpunan Usaha Taman Rekreasi Indonesia (PUTRI) Bali <i>Regional Leadership Council (DPD) of Association of Indonesian Recreation Parks & Attractions (AIRA) Bali</i>	



6	Nama Perusahaan Company Name	Asosiasi Association	
6	PT Dyandra Mitra Indah	<ol style="list-style-type: none"> 1 Perhimpunan Kebun Binatang Se-Indonesia (PKBSI) <i>Indonesian Zoos and Aquariums Association (IZAA)</i> 2 Perhimpunan Usaha Taman Rekreasi Indonesia (PUTRI) <i>Association of Indonesian Recreation Parks & Attractions (AIRA)</i> 3 Asosiasi Museum Indonesia (AMI) <i>Indonesian Museum Association (IMA)</i> 	
7	PT Sinar Dyandra Abadi	Asosiasi Perusahaan Pameran Indonesia (Asperapi) <i>The Indonesian Exhibition Companies Association (IECA)</i>	
8	PT Nusa Dua Indonesia	<ol style="list-style-type: none"> 1 Asosiasi Perusahaan Pameran Indonesia (Asperapi) <i>The Indonesian Exhibition Companies Association/ IECA</i> 2 Asosiasi Kongres dan Konvensi Internasional (ICCA) <i>International Congress and Convention Association (ICCA)</i> 3 Asosiasi Pusat Konvensi Internasional (AIPC) <i>International Association of Convention Centres (AIPC)</i> 4 Asia Venue Alliance(AVA) 	

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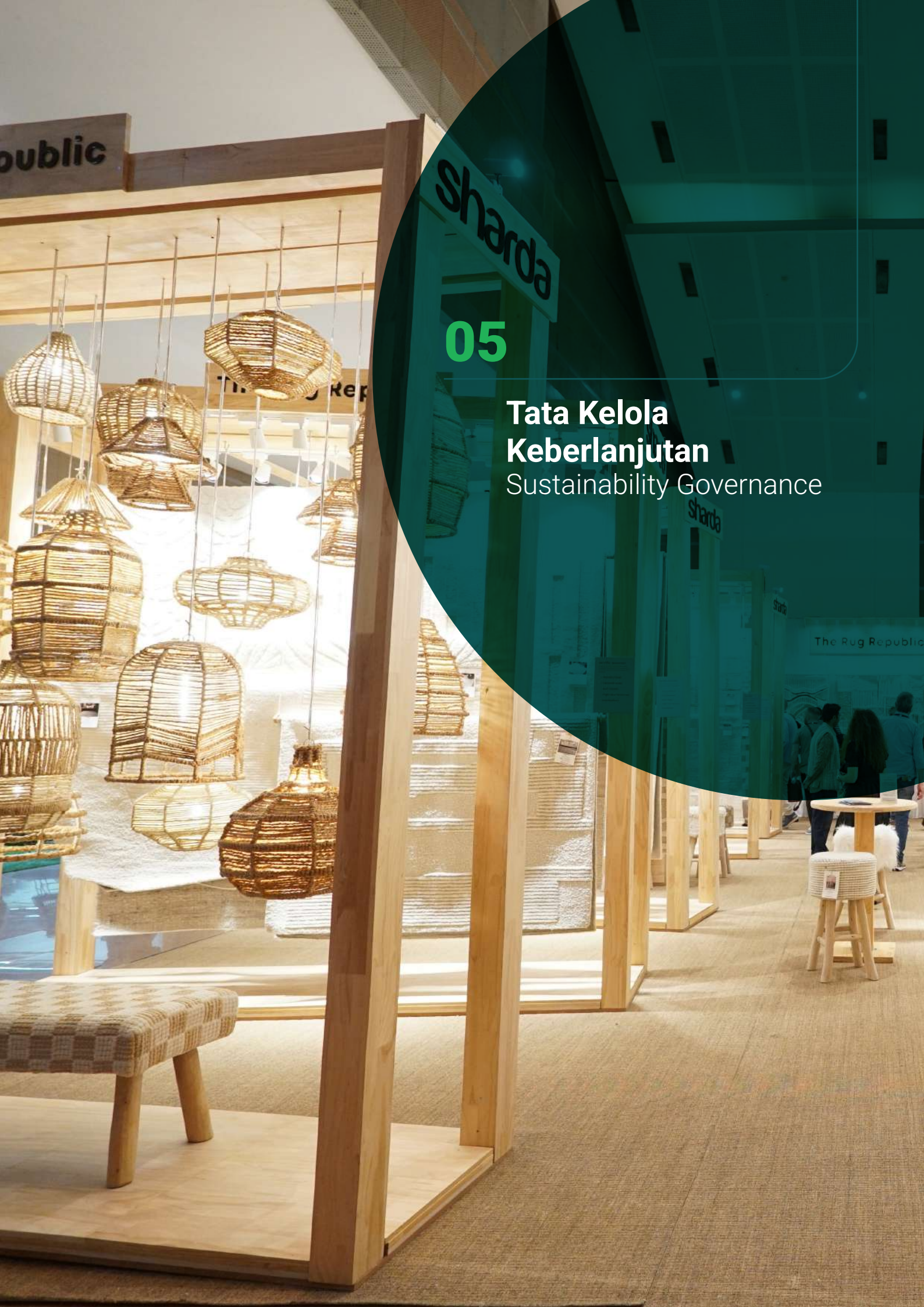
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Tata Kelola Keberlanjutan

Industri *Meeting, Incentive, Convention, and Exhibition* (MICE) merupakan sektor yang memiliki dampak ekonomi, sosial, dan lingkungan yang signifikan. Kegiatan penyelenggaraan acara, pameran, konvensi, hingga operasional *venue* dan hotel melibatkan rantai pasok yang luas, mobilitas manusia dalam jumlah besar, penggunaan energi dan material yang intensif, serta interaksi dengan berbagai pemangku kepentingan—mulai dari pemerintah, asosiasi industri, pelaku usaha, komunitas lokal, hingga peserta dan pengunjung. Oleh karena itu, penerapan tata kelola berkelanjutan bukan lagi sekadar pilihan, melainkan kebutuhan strategis untuk menjaga keberlanjutan usaha dan reputasi perusahaan dalam jangka panjang.

Tata kelola berkelanjutan memastikan bahwa setiap keputusan bisnis tidak hanya mempertimbangkan aspek profitabilitas, tetapi juga memperhitungkan risiko dan peluang lingkungan, sosial, serta tata kelola (LST).

Dalam konteks bisnis Dyandra, pendekatan ini mencakup pengelolaan emisi karbon acara, efisiensi energi di *venue* dan hotel, pengurangan limbah pameran, praktik pengadaan yang bertanggung jawab, perlindungan hak tenaga kerja, keselamatan pengunjung, serta transparansi dalam hubungan dengan mitra dan regulator.

Dengan tata kelola yang kuat, perusahaan mampu mengidentifikasi dan mengelola risiko operasional, reputasi, serta risiko perubahan iklim, sekaligus menangkap peluang pertumbuhan melalui inovasi *event* hijau, digitalisasi, dan kolaborasi berkelanjutan.

Sustainability Governance

The Meeting, Incentive, Convention, and Exhibition (MICE) industry is a sector with significant economic, social, and environmental impacts. The organization of events, exhibitions, conventions, and the operations of venues and hotels involve extensive supply chains, large-scale human mobility, intensive use of energy and materials, as well as interactions with diverse stakeholders—ranging from government bodies, industry associations, business actors, and local communities to participants and visitors. Therefore, the implementation of sustainable governance is no longer merely an option, but a strategic necessity to safeguard business continuity and corporate reputation in the long term. Sustainable governance ensures that every business decision not only considers profitability, but also accounts for environmental, social, and governance (ESG) risks and opportunities.

In the context of Dyandra's business, this approach encompasses managing event-related carbon emissions, improving energy efficiency in venues and hotels, reducing exhibition waste, adopting responsible procurement practices, protecting labor rights, ensuring visitor safety, and maintaining transparency in relationships with partners and regulators.

Through strong governance, the company is able to identify and manage operational, reputational, and climate-related risks, while simultaneously capturing growth opportunities through green event innovation, digitalization, and sustainable.



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Prinsip-Prinsip Tata Kelola Berkelanjutan

Dalam pelaksanaannya, Perseroan menerapkan prinsip-prinsip tata kelola berkelanjutan, di antaranya:

- 1 Akuntabilitas dan Kepemimpinan**
Dewan dan manajemen puncak memiliki tanggung jawab yang jelas dalam mengintegrasikan strategi keberlanjutan ke dalam arah bisnis, kebijakan, serta pengambilan keputusan investasi dan operasional;
- 2 Transparansi dan Pelaporan**
Perusahaan menyampaikan kinerja ekonomi, sosial, dan lingkungan secara terbuka, terukur, dan berbasis standar pelaporan yang diakui secara internasional, guna membangun kepercayaan pemangku kepentingan;
- 3 Manajemen Risiko dan Peluang**
Identifikasi, penilaian, serta mitigasi risiko LST, termasuk risiko perubahan iklim, gangguan rantai pasok, dan risiko keselamatan acara, dilakukan secara sistematis dan terintegrasi dalam manajemen risiko perusahaan;
- 4 Kepatuhan dan Integritas**
Kepatuhan terhadap regulasi, penerapan etika bisnis, anti-korupsi, serta perlindungan data dan hak asasi manusia menjadi fondasi operasional yang tidak dapat ditawar;
- 5 Keterlibatan Pemangku Kepentingan**
Dialog aktif dengan klien, peserta, vendor, komunitas lokal, pemerintah, dan karyawan dilakukan untuk memahami ekspektasi serta menciptakan nilai bersama;
- 6 Efisiensi Sumber Daya dan Tanggung Jawab Lingkungan**
Penerapan praktik *event* berkelanjutan seperti pengurangan plastik sekali pakai, pengelolaan limbah terpadu, efisiensi energi, dan penggunaan teknologi digital untuk mengurangi jejak karbon acara;
- 7 Inovasi dan Peningkatan Berkelanjutan**
Perusahaan terus berinovasi dalam model bisnis, format acara *hybrid/digital*, serta solusi venue ramah lingkungan untuk meningkatkan daya saing sekaligus menurunkan dampak lingkungan;

Dengan menerapkan prinsip-prinsip tersebut secara konsisten, perusahaan MICE tidak hanya memperkuat daya tahan bisnis (*business resilience*), tetapi juga berkontribusi pada pembangunan ekonomi yang inklusif dan rendah karbon. Tata kelola berkelanjutan menjadi fondasi untuk memastikan bahwa pertumbuhan Perseroan selaras dengan kepentingan generasi masa kini dan mendatang.

Principles of Sustainable Governance

In its implementation, the Company applies the following principles of sustainable governance:

- 1 Accountability and Leadership**
The Board of Directors and top management hold clear responsibilities in integrating sustainability strategies into business direction, policies, and decision-making for investments and operations;
- 2 Transparency and Reporting**
The Company discloses its economic, social, and environmental performance in an open, measurable manner, based on internationally recognized reporting standards, to build stakeholder trust;
- 3 Risk and Opportunity Management**
Identification, assessment, and mitigation of ESG risks—including climate change, supply chain disruptions, and event safety risks—are carried out systematically and integrated into the Company's risk management framework;
- 4 Compliance and Integrity**
Compliance with regulations, the application of business ethics, anti-corruption practices, as well as the protection of data and human rights form a non-negotiable foundation of operations;
- 5 Stakeholder Engagement**
Active dialogue with clients, participants, vendors, local communities, government, and employees is conducted to understand expectations and create shared value;
- 6 Resource Efficiency and Environmental Responsibility**
The implementation of sustainable event practices includes reducing single-use plastics, integrated waste management, energy efficiency, and the use of digital technologies to minimize the carbon footprint of events;
- 7 Innovation and Continuous Improvement**
The Company continuously innovates in business models, hybrid/digital event formats, and environmentally friendly venue solutions to enhance competitiveness while reducing environmental impacts;

By consistently applying these principles, MICE companies not only strengthen business resilience, but also contribute to building an inclusive, low-carbon economy. Sustainable governance serves as the foundation to ensure that the Company's growth remains aligned with the interests of both present and future generations.

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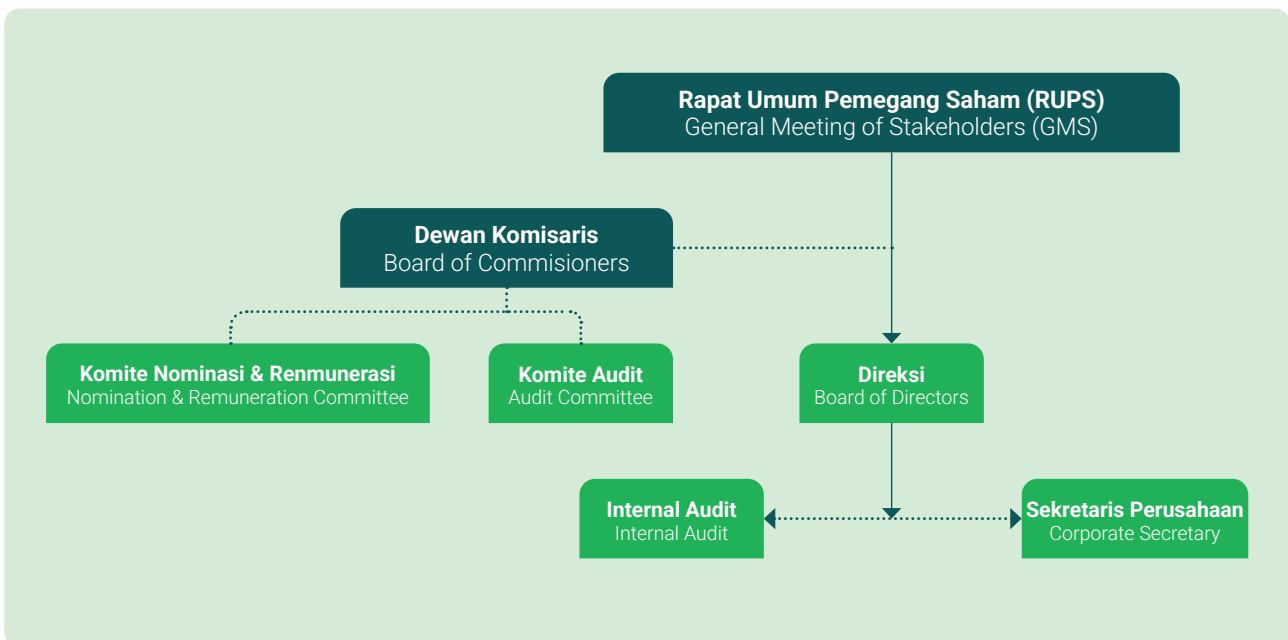
Struktur Tata Kelola [GRI 2-9, GRI 2-11]

Struktur tata kelola Dyandra disusun mengacu pada ketentuan Undang-Undang Republik Indonesia Nomor 40 Tahun 2007 tentang Perseroan Terbatas (UU PT). Dewan Komisaris dan Direksi menjalankan pengelolaan Perseroan dengan pembagian peran, fungsi, dan tanggung jawab yang tegas guna memastikan independensi, sejalan dengan Anggaran Dasar Perseroan serta peraturan perundang-undangan yang berlaku.

Governance Structure [GRI 2-9, GRI 2-11]

Dyandra's governance structure is established in accordance with the provisions of Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies (Company Law). The Board of Commissioners and the Board of Directors manage the Company with a clear division of roles, functions, and responsibilities to ensure independence, in line with the Company's Articles of Association and prevailing laws and regulations.

Struktur Tata Kelola
Governance Structure





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1 Rapat Umum Pemegang Saham (RUPS)

RUPS merupakan organ tertinggi dalam struktur Perseroan yang memiliki kewenangan di luar yang dimiliki oleh Dewan Komisaris maupun Direksi. Melalui forum RUPS, para pemegang saham berhak memperoleh informasi mengenai Perseroan dari Direksi maupun Dewan Komisaris. RUPS wajib diselenggarakan sekurang-kurangnya sekali dalam setahun (RUPS Tahunan), namun dapat pula dilaksanakan sewaktu-waktu apabila diperlukan atas permintaan salah satu organ Perseroan (RUPS Luar Biasa).

2 Dewan Komisaris

Dewan Komisaris memiliki tanggung jawab utama untuk mengawasi kinerja Direksi sesuai dengan ketentuan Anggaran Dasar. Selain itu, Dewan Komisaris berwenang memberikan nasihat kepada Direksi, meminta serta menelaah laporan terkait Perseroan, dan turut menandatangani serta mengesahkan laporan tahunan. Tugas penting lainnya mencakup memastikan serta mengevaluasi penerapan LST, menilai hasil laporan audit, dan memberikan pandangan atas pelaksanaan manajemen risiko. Dalam kaitannya dengan pemegang saham, Dewan Komisaris berperan menjaga kepentingan mereka dengan memberikan masukan mengenai isu-isu strategis yang dihadapi Dyandra. Untuk menunjang pelaksanaan tugasnya, Dewan Komisaris dibantu oleh organ pendukung yaitu Komite Audit, serta Komite Nominasi dan Remunerasi.

3 Direksi

Direksi adalah organ Perseroan yang berwenang dan bertanggung jawab penuh atas pengurusan Perseroan untuk kepentingan Perseroan, sesuai dengan maksud dan tujuan Perseroan serta mewakili Perseroan, baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar. Dalam pelaksanaan tugasnya Direksi dibantu oleh Sekretaris Perusahaan dan Satuan Perangkat Internal.

1 General Meeting of Shareholders (GMS)

The GMS is the highest organ within the Company's governance structure, holding authority beyond that of the Board of Commissioners and the Board of Directors. Through the GMS forum, shareholders are entitled to obtain information regarding the Company from both the Board of Directors and the Board of Commissioners. The GMS must be convened at least once a year (Annual GMS), but may also be held at any time if required at the request of one of the Company's organs Extraordinary General Meeting of Shareholders (EGMS).

2 Board of Commissioners

The Board of Commissioners has the primary responsibility of supervising the performance of the Board of Directors in accordance with the Company's Articles of Association. In addition, the Board of Commissioners is authorized to provide advice to the Board of Directors, request and review reports related to the Company, and co-sign and approve the annual report. Other key duties include ensuring and evaluating the implementation of ESG practices, assessing audit results, and providing perspectives on risk management execution. In relation to shareholders, the Board of Commissioners safeguards their interests by offering input on strategic issues faced by Dyandra. To support its duties, the Board of Commissioners is assisted by supporting organs, namely the Audit Committee and the Nomination and Remuneration Committee.

3 Board of Directors

The Board of Directors is the Company's organ authorized and fully responsible for managing the Company in the best interests of the Company, in line with its vision and mission, and representing the Company both inside and outside the courts in accordance with the Articles of Association. In carrying out its duties, the Board of Directors is supported by the Corporate Secretary and the Internal Audit Unit.



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Keberagaman Manajemen dan Independensi

Management and Independency Diversity

Uraian Description	2025		
	Laki-laki Male	Perempuan Female	Jumlah Pihak Independen Total Independent Party
Dewan Komisaris Board of Commissioner	3	-	1
Direksi Board of Directors	2	1	-

Rapat Dewan Komisaris dan Direksi

Board of Commissioners and Board of Directors Meeting

Total Kehadiran Direksi dan Komisaris ke Rapat Dewan Tahun 2025

Total Attendance of Directors and Commissioners at Board Meetings Year 2025

Uraian Description	2025	
	Jumlah Rapat Dewan Komisaris dan Direksi (Rapat Gabungan) Number of Meetings of the Board of Commissioners and Board of Directors (Joint Meeting)	Rata-rata Persentase Kehadiran dalam Rapat Gabungan Average Percentage of Attendance in Joint Meetings
Jumlah kehadiran Direksi ke rapat gabungan Total attendance of Board of Directors to joint meetings	12	100%
Jumlah kehadiran Dewan Komisaris ke rapat gabungan Total attendance of Board of Commissioners to joint meetings	6	100%





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Pelatihan Komisaris dan Direksi

Dalam rangka memperkuat pertumbuhan yang berkelanjutan, Perseroan secara proaktif menyelenggarakan berbagai program pengembangan kompetensi bagi Dewan Komisaris dan Direksi. Inisiatif ini ditujukan untuk memperdalam pemahaman terhadap perkembangan dinamika usaha, memastikan kepatuhan terhadap ketentuan peraturan yang berlaku, serta memperkuat kapabilitas dalam pengambilan keputusan strategis.

Board of Commissioners and Board of Directors Training

In order to strengthen sustainable growth, the Company proactively organizes various competency development programs for the Board of Commissioners and the Board of Directors. These initiatives are aimed at deepening understanding of evolving business dynamics, ensuring compliance with applicable regulations, and enhancing capabilities in strategic decision-making.

Nama Name	Pelatihan/Seminar Training / Certification	Waktu pelaksanaan Time	Penyelenggara Organizer
Dewan Komisaris			
Lilik Oetama	1. Indonesia Human Capital and Beyond Summit (IHCBS) 2025	2-3 September 2025	Gerakan Nasional Indonesia Kompeten (GNIK), GML, QuBisa, dan Kompas.com
	2. Kompas 100 CEO Forum 2025	26 November 2025	Kompas Gramedia
Lo Stefanus	Kompas 100 CEO Forum 2025	26 November 2025	Kompas Gramedia
Widi Krastawan	Kompas 100 CEO Forum 2025	26 November 2025	Kompas Gramedia
Direktur			
Daswar Marpaung	1. Economy Outlook 2025	20 Februari 2025	Kontan
	2. Google Cloud Platform (GCP) AI Workshop	2 Oktober 2025	Google Indonesia
	3. CEO Networking 2025 "Managing Global Trade and Empowering Business Strategy"	10 November 2025	BEI, KPEI, KSEI dan OJK
	4. Kompas 100 CEO Forum 2025	26 November 2025	Kompas Gramedia
Ery Erlangga	Kompas 100 CEO Forum 2025	26 November 2025	Kompas Gramedia
Riyanthi Handayani	1. The 5 th Tourism Gastronomy Destination International Conference (TGDIC)	17 Oktober 2025	Trisakti Tourism Institute
	2. ICCA World Congress 2025	9-12 November 2025	The International Congress and Convention Association (ICCA)





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Pelaksanaan Tata Kelola

Keberhasilan penerapan Tata Kelola Perusahaan yang Baik tercermin dari harmonisasi tiga komponen utama dalam sistem tata kelola, yaitu struktur tata kelola, mekanisme atau proses tata kelola, serta capaian atau hasil dari implementasinya.

Praktik GCG dijalankan selaras dengan Tujuan Pembangunan Berkelanjutan (TPB) nomor 16, yang menekankan pembentukan institusi yang efektif, transparan, dan akuntabel, dengan komitmen kuat terhadap prinsip *zero tolerance* terhadap segala bentuk korupsi dan kecurangan.

Dalam penerapannya, Tata Kelola Keberlanjutan berlandaskan pada beberapa prinsip utama.

1. Komitmen kepemimpinan, di mana manajemen puncak menunjukkan keteladanan dan memastikan integrasi visi keberlanjutan dalam strategi Perseroan.
2. Pelibatan pemangku kepentingan secara aktif untuk memahami serta merespons kebutuhan dan ekspektasi mereka.
3. Kebijakan dan strategi berkelanjutan yang mengintegrasikan aspek lingkungan, sosial, dan tata kelola (LST) ke dalam operasional.
4. Pengukuran dan pelaporan kinerja secara berkala sebagai wujud transparansi dan akuntabilitas.
5. Perseroan menjunjung kepatuhan regulasi serta mendorong inovasi dan perbaikan berkelanjutan guna memperkuat daya saing dan keberlanjutan jangka panjang.

Penanggung Jawab Penerapan Keuangan Berkelanjutan [OJK.E1]

Tanggung jawab atas implementasi keberlanjutan dijalankan secara kolektif oleh seluruh anggota Direksi dan jajaran Direktorat sesuai dengan fungsi dan kewenangan masing-masing. Direksi *holding* mengoordinasikan Direksi pada tingkat Bisnis Unit dalam penetapan kebijakan keberlanjutan, serta mendelegasikan pelaksanaannya kepada direktorat di *sub-holding* dan entitas anak. Secara khusus untuk pelaksanaan program Tanggung Jawab Sosial dan Lingkungan (TJSL) Perusahaan, Direksi menunjuk *Corporate Secretary* sebagai koordinator Perseroan yang bertugas menyinergikan pelaksanaan fungsi TJSL di tingkat *sub-holding* maupun entitas anak.

Direktur Utama <i>President Director</i>	Daswar Marpaung
Direktur <i>Director</i>	Ery Erlangga
Direktur <i>Director</i>	Riyanthi Handayani
Sekretaris Perusahaan <i>Corporate Secretary</i>	Mirna Gozal

Implementation of Governance

The successful implementation of Good Corporate Governance (GCG) is reflected in the harmonization of three key components within the governance system: the governance structure, the governance mechanisms or processes, and the outcomes achieved from its implementation.

GCG practices are carried out in alignment with Sustainable Development Goal (SDG) No. 16, which emphasizes the establishment of effective, transparent, and accountable institutions, with a strong commitment to the principle of zero tolerance toward all forms of corruption and fraud.

In its implementation, Sustainable Governance is founded on several key principles.

1. Leadership commitment, whereby senior management leads by example and ensures that the sustainability vision is integrated into the Company's strategy.
2. Active stakeholder engagement to understand and respond to their needs and expectations.
3. Sustainable policies and strategies that integrate environmental, social and governance (ESG) aspects into operations.
4. Regular performance measurement and reporting as a demonstration of transparency and accountability.
5. The Company upholds regulatory compliance and promotes innovation and continuous improvement to strengthen competitiveness and long-term sustainability.

Responsible for Sustainable Finance Implementation [OJK.E1]

Responsibility for sustainability implementation is carried out collectively by all members of the Board of Directors and the directorates in accordance with their respective functions and authorities. The holding-level Board of Directors coordinates with the Directors at the Business Unit level in establishing sustainability policies and delegates their implementation to the directorates within sub-holdings and subsidiaries.

Specifically, for the execution of the Company's Social and Environmental Responsibility (TJSL) programs, the Board of Directors appoints the *Corporate Secretary* as the Company's coordinator, tasked with synergizing the implementation of TJSL functions across sub-holdings and subsidiaries.





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Pengembangan Kompetensi Terkait Keuangan Berkelanjutan [OJK.E2]

Untuk meningkatkan kompetensi yang berfokus pada keuangan berkelanjutan, pada tahun 2025, Perseroan berpartisipasi dalam *Risk and Governance Summit* yang diselenggarakan oleh Otoritas Jasa Keuangan (OJK).

Competency Development Related to Sustainable Finance [OJK.E2]

To enhance competencies with a focus on sustainable finance, in 2025 the Company participated in the *Risk and Governance Summit* organized by the Financial Services Authority (OJK).

Penilaian Risiko Atas Penerapan Keuangan Berkelanjutan [OJK.E3]

Dyandra memaknai risiko keuangan sebagai potensi terjadinya kerugian atau hilangnya peluang keuntungan akibat faktor internal maupun eksternal yang dapat berdampak negatif terhadap pencapaian tujuan perusahaan. Dalam mengelola risiko yang timbul dari ketergantungan pada kinerja entitas anak, Perseroan secara konsisten melakukan pemantauan melalui rapat koordinasi berkala untuk mengevaluasi kinerja, membahas tantangan, serta menyusun rencana tindak lanjut. Selain itu, Perseroan juga mendorong penguatan sinergi antar-unit bisnis guna menjaga stabilitas dan keberlanjutan kinerja perusahaan secara keseluruhan.

Risk Assessment for Sustainable Finance Implementation [OJK.E3]

Dyandra interprets financial risk as the potential occurrence of losses or missed profit opportunities arising from internal or external factors that may negatively impact the achievement of the Company's objectives.

In managing risks stemming from dependence on the performance of subsidiaries, the Company consistently conducts monitoring through regular coordination meetings to evaluate performance, discuss challenges, and formulate follow-up plans. In addition, the Company encourages stronger synergy among business units to maintain overall stability and sustainability of corporate performance.

Permasalahan Terhadap Penerapan Keuangan Berkelanjutan [OJK.E5]

Perusahaan menghadapi tantangan untuk senantiasa memastikan penerapan keuangan berkelanjutan berjalan selaras dengan Standar Akuntansi Keuangan (SAK), ketentuan perpajakan yang berlaku di Indonesia, serta berbagai kebijakan terbaru yang ditetapkan regulator. Selain itu, manajemen juga terus memperkuat sistem pengendalian internal yang dipandang perlu guna memastikan laporan keuangan tersaji secara andal dan terhindar dari kesalahan dalam menyajikan hal material.

Challenges to Sustainable Finance Implementation [OJK.E5]

The Company faces the challenge of consistently ensuring that the implementation of sustainable finance remains aligned with the Financial Accounting Standards (SAK), prevailing tax regulations in Indonesia, and the latest policies issued by regulators.

In addition, management continues to strengthen internal control systems deemed necessary to ensure that financial statements are presented reliably and free from material misstatements.

Keptuhan Terhadap Hukum dan Peraturan [GRI 2-27]

Sepanjang tahun 2025, PT Dyandra Media International Tbk tidak menghadapi persoalan hukum, baik pidana, perdata, maupun tata usaha negara, yang berdampak pada kinerja perusahaan.

Compliance with Laws and Regulations [GRI 2-27]

Throughout 2025, PT Dyandra Media International Tbk did not face any legal issues—whether criminal, civil, or administrative—that had an impact on the Company's performance.





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Pengadaan Barang dan Jasa

Sebagai wujud komitmen terhadap penerapan tata kelola yang baik dan prinsip transparansi, proses pengadaan barang dan jasa dilaksanakan berdasarkan Standar Operasional Prosedur (SOP) dan Petunjuk Teknis Operasional (PTO) yang berlaku, dengan memastikan kepatuhan terhadap seluruh ketentuan peraturan perundang-undangan. Mekanisme ini dirancang untuk memitigasi potensi penyalahgunaan wewenang, praktik kolusi, serta benturan kepentingan. Seluruh pihak yang terlibat dalam proses pengadaan juga diwajibkan menjunjung tinggi integritas dengan menghindari segala bentuk korupsi, kolusi, nepotisme, maupun gratifikasi.

Perseroan senantiasa memprioritaskan penggunaan pemasok lokal dalam penyelenggaraan setiap kegiatan sebagai bagian dari dukungan terhadap perekonomian daerah sekaligus upaya pengurangan jejak karbon. Selain itu, Perseroan memastikan bahwa setiap pemasok memiliki rekam jejak yang baik dalam aspek keandalan operasional, manajemen mutu, pengelolaan lingkungan, penghormatan terhadap hak asasi manusia, isu sosial, serta kepatuhan hukum. Seluruh pemasok diwajibkan memenuhi standar kesehatan, keselamatan, dan lingkungan yang ditetapkan Perseroan.

Kode Etik [GRI 2-23]

Perseroan telah menyusun Panduan Perilaku Perusahaan (*Code of Conduct*) sebagai pedoman dalam berperilaku secara etis dan profesional, menjaga reputasi di mata para pemangku kepentingan, meningkatkan daya saing, serta mencegah terjadinya praktik bisnis yang dapat merugikan perusahaan.

Pedoman Perilaku Bisnis

Panduan Perilaku ini disusun dengan berlandaskan hukum yang berlaku serta menjunjung prinsip saling menghormati seluruh pihak yang berhubungan dengan Perusahaan, tanpa membedakan kedudukan maupun posisi di masyarakat. Dokumen ini memuat visi, misi, dan nilai-nilai perusahaan, serta dirancang sesuai prinsip utama *Good Corporate Governance* (GCG). Dalam penerapannya, panduan perilaku dibagi menjadi dua bagian, yaitu Standar Perilaku internal dan Standar Perilaku perusahaan terhadap pihak eksternal.

Kebijakan Anti-Korupsi [GRI 205]

Perseroan berkomitmen untuk mematuhi seluruh ketentuan hukum yang berlaku serta mendukung program Pemerintah Indonesia dalam pemberantasan korupsi. Guna memastikan seluruh aktivitas dan kegiatan usaha bebas dari praktik yang merugikan, Perseroan menetapkan Kebijakan Anti Korupsi yang berlaku di seluruh lingkungan kerja dan melibatkan setiap karyawan. Tujuan penerapan kebijakan ini antara lain:

- (1) Mencegah kerugian materiil maupun immateriil yang dapat mengganggu keberlangsungan usaha,
- (2) Meningkatkan kepatuhan dan disiplin terhadap hukum, peraturan, serta etika sekaligus mendukung program Pemerintah dalam pencegahan korupsi di Indonesia, dan
- (3) Menumbuhkan kesadaran akan budaya beretika tinggi dalam menjalankan kegiatan kerja, khususnya yang melibatkan pihak eksternal seperti mitra usaha maupun instansi Pemerintah.

Procurement of Goods and Services

As a manifestation of its commitment to good governance and transparency principles, the procurement of goods and services is carried out based on applicable Standard Operating Procedures (SOP) and Operational Technical Guidelines (PTO), ensuring compliance with all prevailing laws and regulations.

This mechanism is designed to mitigate potential abuse of authority, collusion practices, and conflicts of interest. All parties involved in the procurement process are required to uphold integrity by avoiding all forms of corruption, collusion, nepotism, and gratification.

The Company consistently prioritizes the use of local suppliers in the organization of each activity as part of its support for regional economic development and efforts to reduce the carbon footprint. Furthermore, the Company ensures that every supplier has a strong track record in operational reliability, quality management, environmental stewardship, respect for human rights, social responsibility, and legal compliance. All suppliers are required to meet the health, safety, and environmental standards established by the Company.

Code of Conduct [GRI 2-23]

The Company has established a Code of Conduct to serve as a guide for ethical and professional behaviour, to safeguard its reputation in the eyes of its stakeholders, to enhance its competitiveness, and to prevent business practices that could be detrimental to the Company.

Guidelines Business Code of Conduct

The Business Code of Conduct is prepared based on prevailing laws and upholds the principle of mutual respect for all parties associated with the Company, regardless of their position or status in society. This document outlines the Company's vision, mission, and values, and is designed in accordance with the core principles of Good Corporate Governance. In its application, the Code of Conduct is divided into two parts: internal behavior standards and the Company's behavior standards toward external parties.

Anti-Corruption Policy [GRI 205]

The Company is committed to complying with all applicable laws and supporting the Indonesian Government's program to eradicate corruption. To ensure that all activities and business operations remain free from harmful practices, the Company has established an Anti-Corruption Policy that applies across the entire work environment and involves every employee. The objectives of implementing this policy include:

- (1) Preventing material and immaterial losses that could disrupt business continuity,
- (2) Enhancing compliance and discipline with laws, regulations, and ethics, while supporting the Government's anti-corruption program in Indonesia, and
- (3) Fostering awareness of a high ethical culture in carrying out work activities, particularly those involving external parties such as business partners and government institutions.



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Kebijakan Berkaitan dengan Tata Kelola

Perseroan berkomitmen untuk menerapkan prinsip-prinsip Tata Kelola Perusahaan secara konsisten guna memastikan pengelolaan dilakukan dengan transparansi, akuntabilitas, tanggung jawab, independensi, serta berkeadilan. Dalam rangka mendukung komitmen tersebut, Perseroan telah menetapkan sejumlah kebijakan sebagai bagian dari implementasi prinsip-prinsip *Good Corporate Governance* (GCG), antara lain:

- **Kebijakan Penilaian Kinerja Dewan Komisaris dan Direksi**
Perseroan menerapkan mekanisme evaluasi kinerja terhadap Dewan Komisaris dan Direksi guna memastikan efektivitas pelaksanaan peran serta tanggung jawab masing-masing organ dalam menjalankan tugas dan kewenangannya.
- **Kebijakan Nominasi dan Pemilihan Anggota Dewan Komisaris dan Direksi**
Perseroan telah menetapkan kebijakan yang mengatur kriteria, proses nominasi, serta pemilihan anggota Dewan Komisaris dan Direksi yang dilaksanakan secara transparan dengan berlandaskan prinsip profesionalisme dan integritas.
- **Kebijakan Pemisahan *Chairman of The Board* dan *CEO***
Perseroan memiliki kebijakan pemisahan *Chairman* dengan *CEO*. Hal ini bertujuan untuk meningkatkan tata kelola perusahaan (GCG) yang baik, menegaskan fungsi pengawasan, serta mencegah konflik kepentingan.
- **Pemenuhan Hak Pemegang Saham Sesuai Ketentuan dan Peraturan yang Berlaku**
Perseroan senantiasa menjamin pemenuhan hak-hak Pemegang Saham dengan melaksanakan kewajiban sesuai ketentuan perundang-undangan yang berlaku.
- **Pencegahan Konflik Kepentingan**
Perseroan menjamin pengelolaan perusahaan dilaksanakan secara profesional, bebas dari benturan kepentingan maupun tekanan pihak manapun yang tidak sesuai dengan ketentuan perundang-undangan yang berlaku serta prinsip tata kelola korporasi yang sehat.

Penjelasan Lainnya

Informasi lebih rinci mengenai Tata Kelola Perusahaan, termasuk kriteria nominasi dan kebijakan remunerasi bagi Direksi dan Dewan Komisaris, kewenangan Rapat Umum Pemegang Saham (RUPS), tugas serta tanggung jawab Direksi dan Dewan Komisaris, serta Piagam Komite Audit dan Komite Nominasi dan Remunerasi, dapat ditemukan dalam Laporan Tahunan PT Dyandra Media International Tbk Tahun 2025. Laporan tersebut disusun secara terpisah dari dokumen ini, namun bersifat saling melengkapi. [\[GRI 2-9; 2-10; 2-15; 2-17; 2-18; 2-19\]](#)

Governance Related Policies

The Company is committed to consistently applying the principles of Corporate Governance to ensure management is conducted with transparency, accountability, responsibility, independence, and fairness. To support this commitment, the Company has established several policies as part of the implementation of good governance practices, including:

- **Performance Evaluation Policy for the Board of Commissioners and Directors**
The Company applies a performance evaluation mechanism for the Board of Commissioners and Directors to ensure the effectiveness of each organ in carrying out its roles and responsibilities.
- **Nomination and Election Policy for Members of the Board of Commissioners and Directors**
The Company has established policies governing the criteria, nomination process, and election of members of the Board of Commissioners and Directors, conducted transparently and based on professionalism and integrity.
- **Separation of Chairman of the Board and CEO**
The Company has established a policy to separate the roles of Chairman of the Board and Chief Executive Officer (CEO). This policy is intended to strengthen good corporate governance (GCG), reinforce the supervisory function, and prevent conflicts of interest.
- **Fulfillment of Shareholders' Rights in Accordance with Applicable Laws and Regulations**
The Company consistently guarantees the fulfillment of shareholders' rights by carrying out obligations in line with prevailing laws and regulations.
- **Conflict of Interest Prevention**
The Company ensures that corporate management is conducted professionally, free from conflicts of interest or undue influence from any party, in accordance with applicable laws and sound corporate governance principles.

Other Details

More detailed information on Corporate Governance—including nomination criteria and remuneration policies for the Board of Directors and Board of Commissioners, the authority of the General Meeting of Shareholders (GMS), the duties and responsibilities of the Board of Directors and Board of Commissioners, as well as the Charter of the Audit Committee and the Nomination and Remuneration Committee—can be found in the Annual Report of PT Dyandra Media International Tbk for 2025. This report is prepared separately from this document but is complementary in nature. [\[GRI 2-9; 2-10; 2-15; 2-17; 2-18; 2-19\]](#)

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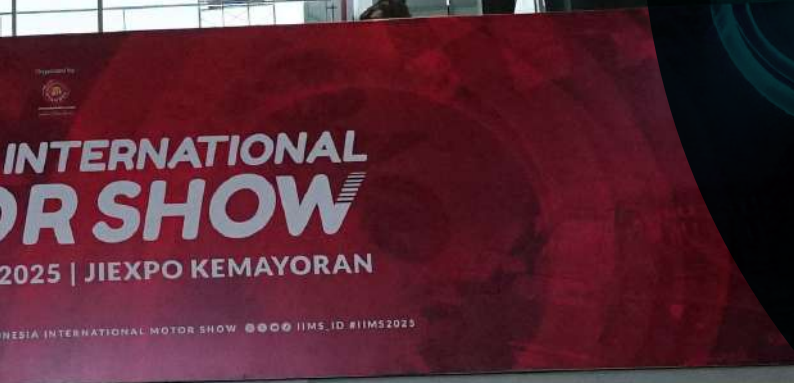
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Profit Profit

Perseroan menegaskan komitmen yang kuat untuk menciptakan nilai tambah serta memberikan economic return yang layak bagi para pemegang saham maupun seluruh pemangku kepentingan. Dalam mengelola kinerja ekonomi, Perseroan senantiasa mengedepankan prinsip kehati-hatian, baik dalam pengembangan produk maupun layanan, dengan tetap berorientasi pada kepuasan pelanggan.

Dyandra telah mengadopsi ISO 9001:2015 sebagai kerangka kerja sistem manajemen mutu yang terintegrasi dengan strategi keberlanjutan. Melalui pendekatan berbasis risiko dan kepemimpinan yang kuat, kami memastikan bahwa setiap proses bisnis mendukung kepuasan pelanggan sekaligus memperhatikan dampak sosial dan lingkungan.

Pendekatan ini diharapkan mendukung tercapainya pertumbuhan berkelanjutan dalam jangka panjang. Seluruh pengelolaan kinerja ekonomi dilakukan sesuai dengan ketentuan yang berlaku. Kinerja ekonomi yang disajikan dalam laporan ini mencerminkan aktivitas usaha Perseroan sepanjang tahun 2025 dan didasarkan pada laporan keuangan yang telah diaudit.

The Company reaffirms its strong commitment to creating added value and delivering fair economic returns to shareholders as well as all stakeholders. In managing economic performance, the Company consistently applies prudence principles in product and service development, while maintaining a customer satisfaction orientation.

Dyandra has adopted ISO 9001:2015 as the framework for its quality management system, integrated with sustainability strategies. Through a risk-based approach and strong leadership, the Company ensures that every business process supports customer satisfaction while also considering social and environmental impacts.

This approach is expected to support the achievement of long-term sustainable growth. All economic performance management is carried out in accordance with applicable regulations. The economic performance presented in this report reflects the Company's business activities throughout 2025 and is based on audited financial statements.



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Kinerja Ekonomi

Economic Performance

Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi ^[OJK F.2]

Informasi mengenai perbandingan antara target dan realisasi kinerja produksi, portofolio, pembiayaan atau investasi, serta pendapatan dan laba rugi pada tahun 2025 disajikan dalam Laporan Tahunan PT Dyandra Media International Tbk. Laporan tersebut diterbitkan secara terpisah, namun tetap menjadi bagian yang tidak terpisahkan dari Laporan Keberlanjutan ini.

Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan ^[GRI 201-1]

Nilai ekonomi langsung yang dihasilkan Perseroan berasal dari pendapatan atas aktivitas bisnis yang dijalankan. Sementara itu, nilai ekonomi yang didistribusikan mencakup berbagai pengeluaran yang dialokasikan untuk mendukung pertumbuhan ekonomi dan kesejahteraan para pemangku kepentingan, seperti pembayaran gaji, pajak, dividen, kewajiban kepada pemasok, serta kontribusi kepada masyarakat melalui program tanggung jawab sosial. Adapun nilai ekonomi yang disimpan merupakan selisih antara nilai ekonomi yang diperoleh dengan yang telah didistribusikan, dan digunakan untuk mendukung pengembangan usaha Perseroan.

Dyandra berkomitmen menjaga konsistensi kinerja ekonominya dari tahun ke tahun melalui penerapan strategi bisnis yang tepat serta peningkatan efisiensi yang dilakukan secara terarah. Perseroan juga bertekad untuk terus mengembangkan bisnis agar dapat memberikan kontribusi yang lebih besar terhadap peningkatan kinerja ekonomi perusahaan sekaligus memberikan manfaat bagi masyarakat.

Comparison of Target and Performance of Production, Portfolio, Financing Target, or Investment, Revenue and Profit and Loss ^[OJK F.2]

Information regarding the comparison between targets and actual performance in production, portfolio, financing or investment, as well as revenue and profit/loss in 2025 is presented in the Annual Report of PT Dyandra Media International Tbk. This report is published separately but remains an integral part of this Sustainability Report.

Direct Economic Value Generated and Distributed ^[GRI 201-1]

The direct economic value generated by the Company originates from revenues derived from its business activities. Meanwhile, the economic value distributed includes various expenditures allocated to support economic growth and stakeholder welfare, such as salaries, taxes, dividends, obligations to suppliers, and contributions to society through social responsibility programs. The retained economic value represents the difference between the economic value generated and that which has been distributed, and is utilized to support the Company's business development.

Dyandra is committed to maintaining consistent economic performance year after year through the implementation of appropriate business strategies and targeted efficiency improvements. The Company is also determined to continuously expand its business to deliver greater contributions to economic performance while providing benefits to society.

Tabel Kinerja Ekonomi Perseroan Tahun 2025
Company's Economic Performance Table for 2025

Dalam Rupiah
In Rupiah

Keterangan/Description	2025	2024	2023	2022
Penjualan Neto Net Sales	1.219.354.535.522	1.458.220.326.060	1.329.121.702.300	1.210.481.160.296
Laba Kotor Gross Profit	375.656.781.187	475.400.821.569	393.151.807.195	368.133.130.961
Penerimaan Penghasilan Bunga Receipt from Interest Income	5.391.978.088	4.409.042.981	11.674.034.942	1.289.429.816
Pendapatan Lain-Lain Other Revenues	2.938.498.319	3.911.104.268	2.902.480.767	1.152.767.680
Laba Tahun Berjalan Incomes of the Current Year	30.870.415.473	91.617.505.063	70.093.758.644	30.662.044.291
Jumlah Penghasilan Komprehensif Periode Berjalan Total Comprehensive	35.770.876.085	90.944.405.428	72.503.236.957	29.437.711.926



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Tabel Nilai Ekonomi yang Didistribusikan

Distributed Economic Value Table

Dalam Rupiah
In Rupiah

Keterangan/Description	2025	2024	2023	2022
Beban Pokok Penjualan <i>Cost of Goods Sold</i>	843.697.754.335	982.819.504.491	935.969.895.105	842.348.029.335
Pembayaran kepada Pemasok <i>Payment to Suppliers</i>	965.433.803.772	1.014.307.104.418	1.178.034.870.587	816.891.950.383
Pembayaran kepada Direksi dan karyawan <i>Payment for Board of Directors and Employees</i>	181.213.517.425	200.955.275.934	182.363.394.413	147.793.468.450
Pembayaran Pajak <i>Taxes Payment</i>	11.806.313.858	20.919.809.961	16.164.561.540	12.626.801.314
Anggaran Tanggung Jawab Sosial Perusahaan <i>Corporate Social Responsibility Budget</i>	1.325.135.915	829.096.184	71.335.000	57.650.000

Kontribusi terhadap Negara

Perseroan berkomitmen untuk mendukung pembangunan nasional melalui kepatuhan dalam memenuhi kewajiban perpajakan. Sepanjang tahun 2025, Perseroan telah melaksanakan seluruh ketentuan perpajakan sesuai dengan hukum yang berlaku. Dokumen pelaporan pajak, seperti SPT Masa PPh dan PPN, SPT Tahunan PPh Badan, serta kewajiban perpajakan lainnya, selalu disampaikan tepat waktu kepada otoritas terkait. Hingga 31 Desember 2025, Perseroan tidak pernah menerima teguran terkait kepatuhan perpajakan. [\[GRI 2-27\]](#)

Contribution to the State

The Company is committed to supporting national development through compliance with its tax obligations. Throughout 2025, the Company has complied with all tax regulations in accordance with applicable laws. Tax reporting documents, such as the Monthly Income Tax and VAT Returns, the Annual Corporate Income Tax Return, and other tax obligations, have always been submitted on time to the relevant authorities. As of 31 December 2025, the Company has never received any warnings regarding tax compliance. [\[GRI 2-27\]](#)

Dampak Ekonomi Tidak Langsung [\[OJK F.23\]](#) [\[GRI 203\]](#)

Industri MICE memberikan kontribusi ekonomi tidak langsung yang besar karena keterkaitannya dengan sektor perhotelan, transportasi, kuliner, hiburan, dan ritel. Selain itu, MICE turut mendorong terciptanya lapangan kerja, pembangunan infrastruktur, serta promosi destinasi, yang pada akhirnya memperkuat pertumbuhan ekonomi di wilayah atau destinasi tertentu. Peningkatan belanja pengunjung selama kegiatan MICE juga menumbuhkan bisnis lokal dan menambah penerimaan pajak, sehingga menghasilkan efek berganda bagi perekonomian.

Dampak sekunder ini berpotensi menjadi motor penggerak pertumbuhan ekonomi di tingkat provinsi maupun nasional, melalui penyerapan tenaga kerja dan peningkatan pendapatan masyarakat. Di samping itu, kinerja operasional Perseroan memberikan pengaruh signifikan mengingat besarnya kontribusi ekonomi tidak langsung yang dihasilkan.

Indirect Economic Impact [\[OJK F.23\]](#) [\[GRI 203\]](#)

The MICE industry provides substantial indirect economic contributions due to its linkages with the hospitality, transportation, culinary, entertainment, and retail sectors. In addition, MICE drives job creation, infrastructure development, and destination promotion, ultimately strengthening economic growth in specific regions or destinations. Increased visitor spending during MICE activities also stimulates local businesses and enhances tax revenues, thereby generating a multiplier effect for the economy.

These secondary impacts have the potential to become a key driver of economic growth at both provincial and national levels, through employment absorption and increased community income. Furthermore, the Company's operational performance exerts a significant influence given the magnitude of indirect economic contributions generated.



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Strategi Usaha

Strategi keberlanjutan Dyandra Group, khususnya dalam lini bisnis *Professional Event Organizer* (PEO), berorientasi pada penyelenggaraan acara yang berkesinambungan dan memberikan dampak jangka panjang. Fokus utama adalah pada pelaksanaan event tahunan maupun program berkelanjutan, sehingga manfaat positif bagi perekonomian, masyarakat, dan lingkungan dapat terus terjaga.

Dalam menjelaskan strategi usaha, Perseroan menempatkan pengembangan dan penguatan event berbasis *Intellectual Property* (IP) sebagai pilar utama pertumbuhan. Langkah ini ditujukan untuk memastikan keberlanjutan pendapatan, meningkatkan daya saing, serta memperkuat posisi Perseroan sebagai penyelenggara *event* terdepan dengan portofolio unggulan yang relevan dengan kebutuhan pasar.

Dalam menjalankan strategi tersebut, Perseroan terus menghadirkan konsep *event* yang kreatif dan responsif terhadap dinamika industri, dengan menekankan aspek pengalaman, pemanfaatan teknologi, serta peningkatan keterlibatan peserta dan mitra. Pendekatan ini diharapkan mampu memberikan nilai tambah bagi seluruh pemangku kepentingan.

Dyandra mengelola 11 portofolio *event* berbasis *Intellectual Property* (IP) yang beragam yaitu *Indonesia International Motor Show* (IIMS) di Jakarta, Surabaya, Balikpapan, *Indonesia International Furniture Expo* (IFEX), *Deep Extreme Indonesia*, *Project D*, *Halal Indo*, *Floriculture Indonesia International Expo* (FLOII), *Sunset* di Kebun (Bogor, Cibodas, Purwodadi, Bali, TMII), *Sunset* di Pantai, *Indowood Expo*, *Jakarta International Pet Show*, *Indonesia Woman Fest*.

Hal ini mencerminkan kapabilitas kreatif sekaligus luasnya penetrasi pasar. Melalui *event-event* tersebut, Dyandra tidak hanya memperkuat posisinya dalam industri MICE, tetapi juga memberikan kontribusi nyata terhadap pengembangan berbagai sektor, mulai dari otomotif, furnitur, olahraga, industri halal, florikultura, pariwisata, hingga pemberdayaan sosial.

Business Strategy

Dyandra Group's sustainability strategy, particularly in the Professional Event Organizer (PEO) business line, is oriented toward organizing events that are sustainable and deliver long-term impact. The main focus is on the implementation of annual events and ongoing programs, ensuring that the positive benefits for the economy, society, and environment are continuously maintained.

In outlining its business strategy, the Company positions the development and strengthening of Intellectual Property (IP)-based events as the main pillar of growth. This initiative is aimed at ensuring revenue sustainability, enhancing competitiveness, and reinforcing the Company's position as a leading event organizer with a flagship portfolio relevant to market needs.

In executing this strategy, the Company consistently presents creative event concepts that are responsive to industry dynamics, emphasizing experiential aspects, technology utilization, and increased engagement of participants and partners. This approach is expected to deliver added value to all stakeholders.

Dyandra manages 11 diverse IP-based event portfolios, namely: *Indonesia International Motor Show* (IIMS) in Jakarta, Surabaya, and Balikpapan; *Indonesia International Furniture Expo* (IFEX); *Deep Extreme Indonesia*; *Project D*; *Halal Indo*; *Floriculture Indonesia International Expo* (FLOII); *Sunset* di Kebun (Bogor, Cibodas, Purwodadi, Bali, TMII); *Sunset* di Pantai; *Indowood Expo*; *Jakarta International Pet Show*; and *Indonesia Woman Fest*.

This reflects both creative capability and broad market penetration. Through these events, Dyandra not only strengthens its position in the MICE industry but also makes tangible contributions to the development of various sectors, ranging from automotive, furniture, sports, halal industry, floriculture, tourism, and social empowerment.



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Kebijakan Pemasok

Perseroan telah menetapkan standar pemilihan vendor serta Standar Operasional Prosedur (SOP) dalam proses pengadaan untuk memastikan hasil terbaik, tidak hanya dari sisi harga tetapi juga kualitas produk maupun jasa yang digunakan. Dalam pelaksanaannya, Perseroan menerapkan sistem e-procurement dengan berbagai pertimbangan, antara lain:

1. Efisiensi biaya

Sistem e-procurement menyederhanakan proses pengadaan, mengurangi dokumen fisik dan pekerjaan manual, sehingga menekan biaya operasional.

2. Efisiensi waktu

Otomatisasi mempercepat pembuatan pesanan, persetujuan, dan pembayaran, memungkinkan tim fokus pada kegiatan strategis.

3. Peningkatan efektivitas

Komunikasi antara pembeli dan pemasok menjadi lebih cepat, sehingga keputusan dapat diambil lebih efisien dan rantai pasokan lebih responsif.

4. Transparansi dan visibilitas

Sistem menyediakan akses data pengadaan secara *real-time*, memudahkan pemantauan pesanan, pengeluaran, serta kinerja pemasok, sehingga meningkatkan akuntabilitas.

5. Kepatuhan

Proses yang terstandarisasi membantu memastikan kepatuhan terhadap kebijakan, kontrak, dan regulasi, sekaligus meminimalkan risiko kesalahan atau pelanggaran.

6. Hubungan dengan pemasok

Sistem mendukung komunikasi dan kolaborasi yang lebih baik, memperkuat kemitraan, serta menghasilkan harga, kualitas, dan kinerja pengiriman yang lebih optimal.

Membangun Hubungan Kuat dengan Pemasok Lokal | GRI 204-1

Dyandra memiliki hubungan erat dengan pemasok lokal yang menjadi tulang punggung keberhasilan setiap kegiatan. Pemasok lokal menyediakan beragam layanan dan produk, mulai dari katering, dekorasi, hingga transportasi. Hubungan ini tidak hanya bersifat transaksional, tetapi juga strategis dalam membangun ekosistem pariwisata dan ekonomi daerah. Dyandra selalu berkomitmen mendukung ekonomi lokal dengan memprioritaskan penggunaan jasa dan produk dari pemasok di sekitar lokasi acara. Dyandra juga membangun kemitraan jangka panjang yang berbasis pada kepercayaan, transparansi, dan kesetaraan, sehingga tercipta hubungan yang saling menguntungkan. Melalui hubungan ini, Dyandra tidak hanya memastikan kelancaran operasional acara, tetapi juga berkontribusi pada pencapaian tujuan pembangunan berkelanjutan (TPB), khususnya dalam aspek pertumbuhan ekonomi lokal (TPB 8), konsumsi dan produksi berkelanjutan (TPB 12), serta kemitraan untuk mencapai tujuan (TPB 17).

Pelanggan

Pelanggan utama Perseroan adalah Asosiasi, Perusahaan Swasta, BUMN, Pemerintahan dll.

Vendor Policy

The Company has established vendor selection standards and Standard Operating Procedures (SOPs) in the procurement process to ensure the best outcomes, not only in terms of price but also in the quality of products and services used. In its implementation, the Company applies an e-procurement system with several key considerations, including:

1. Cost Efficiency

Sistem e-procurement menyederhanakan proses pengadaan, mengurangi dokumen fisik dan pekerjaan manual, sehingga menekan biaya operasional.

2. Time Efficiency

Automation accelerates order creation, approvals, and payments, enabling teams to focus on strategic activities.

3. Enhanced Effectiveness

Communication between buyers and suppliers becomes faster, allowing decisions to be made more efficiently and supply chains to be more responsive.

4. Transparency and Visibility

The system provides real-time access to procurement data, facilitating monitoring of orders, expenditures, and supplier performance, thereby improving accountability.

5. Compliance

Standardized processes help ensure adherence to policies, contracts, and regulations, while minimizing risks of errors or violations.

6. Supplier Relations

The system supports better communication and collaboration, strengthening partnerships and resulting in more optimal pricing, quality, and delivery performance.

Creating Strong Relations with Local Supplier | GRI 204-1

Dyandra maintains close relationships with local suppliers who serve as the backbone of every event's success. Local suppliers provide a wide range of services and products, from catering and decoration to transportation. These relationships are not merely transactional but are strategic in building the tourism ecosystem and regional economy.

Dyandra is consistently committed to supporting the local economy by prioritizing the use of services and products from suppliers around the event location. The Company also fosters long-term partnerships based on trust, transparency, and equality, thereby creating mutually beneficial relationships. Through these collaborations, Dyandra not only ensures smooth event operations but also contributes to the achievement of the Sustainable Development Goals (SDGs), particularly in the areas of local economic growth (SDG 8), sustainable consumption and production (SDG 12), and partnerships for the goals (SDG 17).

Customer

Dyandra's main customers consist of Associations, Private Companies, State-Owned Enterprises (SOEs), and Government institutions.



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Keamanan Siber dan Privasi Data Pribadi [GRI 418]

Penggunaan teknologi sangat penting dalam proses bisnis Perseroan. Oleh karena itu Perseroan terus mengembangkan infrastruktur Teknologi Informasi (TI), termasuk melakukan proses pengamanan yang komprehensif guna mencegah berbagai ancaman dunia maya.

Pengaturan keamanan TI dilakukan oleh tim TI Dyandra dengan menggunakan teknologi modern. Untuk melindungi data dari serangan siber, Dyandra telah menggunakan *Amazon Web Service (AWS)* dan *Cloudflare's Web Application Firewall (WAF)*.

Dyandra menghargai privasi setiap orang yang terhubung dengan Perseroan baik secara internal maupun eksternal, termasuk mengenai informasi digital. Bagi Dyandra kerahasiaan data dan data pribadi pelanggan menjadi perhatian utama. Kami melakukan usaha terbaik dan prosedur untuk melindungi dan menjamin data pribadi. Penggunaan data pribadi hanya untuk meningkatkan kualitas pelayanan kepada pelanggan.

Cybersecurity and Personal Data Privacy [GRI 418]

The use of technology is essential in the Company's business processes. Therefore, the Company continues to develop its Information Technology (IT) infrastructure, including implementing comprehensive security measures to prevent various cyber threats.

IT security arrangements are managed by Dyandra's IT team using modern technology. To protect data from cyberattacks, Dyandra has adopted *Amazon Web Services (AWS)* and *Cloudflare's Web Application Firewall (WAF)*.

Dyandra values the privacy of every individual connected to the Company, both internally and externally, including digital information. For Dyandra, data confidentiality and customer personal data are of utmost importance. The Company undertakes its best efforts and procedures to safeguard and ensure the protection of personal data. The use of personal data is solely intended to improve the quality of services provided to customers.



People People

Karyawan

Keragaman Komposisi Karyawan [OJK F18] [GRI 3-3]

Sumber daya manusia (SDM) merupakan seluruh individu yang terlibat dan berkomitmen dalam mewujudkan tujuan Perseroan. SDM menjadi salah satu faktor kunci dalam keberlangsungan proses bisnis, mencakup berbagai jenjang jabatan mulai dari staf hingga Direksi, yang semuanya berada dalam satu kesatuan sebagai karyawan.

Sebagai perusahaan jasa yang bergerak di industri MICE, Dyandra menempatkan SDM sebagai aset utama. Industri MICE yang dinamis, dengan tren dan teknologi yang terus berkembang, menuntut SDM yang adaptif untuk memenuhi ekspektasi konsumen. Perseroan berkomitmen meningkatkan pengelolaan SDM melalui penciptaan lingkungan kerja yang inspiratif dan memotivasi karyawan untuk terus meningkatkan kinerja. Selain itu, perusahaan menyelenggarakan pelatihan dan program *upskilling* serta memberikan kesempatan pengembangan karier yang setara bagi seluruh karyawan tanpa diskriminasi. Komposisi dan sebaran karyawan disajikan berdasarkan status kepegawaian, jabatan, pendidikan, usia, gender, dan aktivitas utama.

Employee

Diversity of the Employees [OJK F18] [GRI 3-3]

Human Resources (HR) represent all individuals involved and committed to realizing the Company's objectives. HR is one of the key factors in ensuring the continuity of business processes, encompassing all levels of positions from staff to the Board of Directors, united as employees.

As a service company operating in the MICE industry, Dyandra places HR as its main asset. The dynamic nature of the MICE industry, with continuously evolving trends and technologies, requires adaptive HR to meet customer expectations. The Company is committed to enhancing HR management by creating an inspiring work environment that motivates employees to continuously improve performance. In addition, the Company organizes training and upskilling programs and provides equal career development opportunities for all employees without discrimination. The composition and distribution of employees are presented based on employment status, position, education, age, gender, and main activities.



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Demografi Karyawan ^[GRI 2-7] Employee Demographics¹

1. Jumlah Karyawan per Grup 2025 Number of Employees per Group 2025

Keterangan Description	Jumlah Karyawan per Grup Total Employee per Group					
	DMI	Grup D	Grup S	Grup N	Grup G	Total
Jumlah Total	15	627	80	215	14	951

Catatan / Note:

DMI : Holding

Group D : Exhibition Organizer Business

Group S : Supporting Event Business

Group N : Venue Owned and Hall Management Business

Group G : Hotel Business

2. Komposisi Karyawan Berdasarkan Status Kepegawaian 2025 ^[GRI 2-7, 2-8] Composition of Employee by Employment Status 2025 ^[GRI 2-7, 2-8]

Status Kepegawaian/Employment Status	2025	2024	2023	2022
Pegawai Tetap Permanent Employee	349	376	355	378
Pegawai Tidak Tetap Non-Permanent Employee	602	763	784	456
Jumlah Total	951	1.139	1.139	834

3. Komposisi Karyawan Berdasarkan Jabatan 2025 Composition of Employee by Position 2025

Jabatan/Position	2025	2024	2023	2022
Manajerial Managerial	171	169	168	150
Staf Staff	380	425	441	285
Bukan Staf Non Staff	400	545	530	343
Jumlah Total	951	1.139	1.139	834

4. Komposisi Karyawan Berdasarkan Pendidikan 2025 Composition of Employee by Education 2025

Jenjang Pendidikan/Level of Education	2025	2024	2023	2022
SD Elementary School	8	11	17	7
SMP Junior High	53	92	87	76
SMA/SMK Senior High	389	463	450	323
Diploma	133	147	145	111
S1 Bachelor's Degree	338	399	413	291
S2 Post Graduate Degree	30	27	27	26
Jumlah Total	951	1.139	1.139	834



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5. Komposisi Karyawan Berdasarkan Usia 2025

Composition of Employee by Age 2025

Usia/Age	2025	2024	2023	2022
< 21 tahun Years Old	3	4	11	1
21-30 tahun Years Old	311	473	446	318
31-40 tahun Years Old	378	421	438	330
41-50 tahun Years Old	200	196	197	145
51-60 tahun Years Old	53	44	46	39
> 60 tahun Years Old	6	1	1	1
Jumlah Total	951	1.139	1.139	834

6. Jumlah Karyawan Berdasarkan Jenis Kelamin 2025

Composition of Employee Based on Gender 2025

Jenis Kelamin/Gender	2025	2024	2023	2022
Laki-laki Male	684	794	812	587
Perempuan Female	267	345	327	247
Jumlah Total	951	1.139	1.139	834

7. Komposisi Karyawan berdasarkan Gender, Kelompok Umur, dan Level Jabatan

Composition of Employees Based on Gender, Age, and Job Level

Rentang Usia (Tahun) Age (Years old)	Level Jabatan Job Level								Jumlah Total
	Entry Level		Middle Level		Senior Level		Executive Level		
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	
18-25	57	14	24	18	-	-	-	-	113
25-35	103	16	102	43	20	16	-	-	300
35-45	97	19	76	45	38	29	4	1	309
45-55	59	9	37	31	20	17	7	1	181
> 55	26	-	2	2	9	5	3	1	48
Total	342	58	241	139	87	67	14	3	951





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Rekrutmen dan Pergantian Karyawan [GRI 401-1] [OJK F.18]

Dalam proses rekrutmen, DMI menerapkan prinsip keterbukaan, kejujuran, dan keadilan dengan memberikan kesempatan yang setara bagi seluruh calon yang memenuhi persyaratan. Perseroan memastikan tidak ada diskriminasi berdasarkan suku, agama, ras, gender, maupun antar golongan, sehingga setiap kandidat diperlakukan secara adil tanpa memandang latar belakang SARA.

Pengelolaan karyawan mengalami perubahan seiring adanya pegawai yang berhenti bekerja atau keluar dari Perseroan dengan alasan yang sah menurut ketentuan hukum, seperti pensiun, meninggal dunia, mengundurkan diri, dan alasan lainnya.

Recruitment and Employee Turnover [GRI 401-1] [OJK F.18]

In the recruitment process, Dyandra applies the principles of openness, honesty, and fairness by providing equal opportunities to all candidates who meet the requirements. The Company ensures that there is no discrimination based on ethnicity, religion, race, gender, or social group, so that every candidate is treated fairly regardless of background.

Employee management undergoes changes in line with employees leaving the Company for legally valid reasons, such as retirement, death, resignation, or other lawful grounds.

Uraian Description	Jumlah Total
Total Karyawan Awal Tahun <i>Total Employees at the Beginning of the Year</i>	1.139
Karyawan Baru <i>New Hire</i>	37
Karyawan yang Berakhir Hubungan Kerjanya/Mengundurkan Diri/Memasuki Masa Pensiun <i>Employees whose Employment is Terminated / Resign / Entering Retirement Period</i>	225
Total Karyawan Akhir Tahun 2025 <i>Total Employees as of the End of 2025</i>	951

Serikat Pekerja [GRI 407-1]

Sampai saat ini, Perseroan belum memiliki serikat pekerja sebagai wadah bagi karyawan untuk berserikat dan berkumpul. Namun demikian, Perseroan tetap berkomitmen untuk mendengarkan serta memperhatikan aspirasi karyawan dan menjunjung tinggi hak asasi manusia (HAM) dalam setiap kebijakan yang ditetapkan.

Labor Union [GRI 407-1]

To date, the Company has not established a labor union as a forum for employees to associate and assemble. Nevertheless, the Company remains committed to listening to and considering employee aspirations and upholding human rights in every policy it implements.

Pelatihan dan Pengembangan SDM [OJK F.16] [GRI 404]

Perseroan menyadari pentingnya peningkatan kualitas sumber daya manusia, sehingga secara terencana, efektif, dan efisien melaksanakan program pelatihan serta pengembangan, baik melalui kegiatan internal maupun dengan melibatkan pihak eksternal. Upaya ini ditujukan untuk menjawab perkembangan teknologi dan memenuhi kebutuhan konsumen. Seluruh pelatihan dilaksanakan dengan prinsip kesetaraan kesempatan bagi setiap karyawan sesuai kebutuhan masing-masing. Sepanjang tahun 2025, Perseroan telah menginvestasikan dana sebesar Rp177.345.190 untuk melaksanakan program pelatihan, sertifikasi, dan pengembangan karyawan dengan melibatkan 236 karyawan.

Training and Human Resource Development [OJK F.16] [GRI 404]

The Company recognizes the importance of improving the quality of human resources and therefore implements training and development programs in a planned, effective, and efficient manner, both through internal activities and by involving external parties. These efforts are aimed at responding to technological developments and meeting customer needs. All training programs are carried out under the principle of equal opportunity for every employee according to their respective needs. Throughout 2025, the Company invested IDR 177,345,190 in training, certification, and employee development programs, involving a total of 236 employees.



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Tabel Pelatihan dan Pengembangan SDM
Training and Human Resource Development Table

No	Nama Pelatihan <i>Training</i>	Penyelenggara <i>Organizer</i>	Biaya <i>Cost</i>
PT Dyandra Media International, Tbk			
1	Capital Market Dialog	Asosiasi Emiten Indonesia & Asosiasi Manajer Investasi Indonesia <i>Indonesian Public Listed Companies Association & Indonesian Managers' Association</i>	-
2	Risk and Governance Summit	Otoritas Jasa Keuangan <i>Financial Services Authority</i>	-
3	2025 Employee Survey Programme	<i>Corporate HR Kompas Gramedia</i>	-
4	Pph21 Tahunan 2025 Coretax <i>Annual Income Tax (PPh 21) 2025 – Coretax</i>	PT Karyana Kanesia	-
PT Dyandra Promosindo			
1	Brevet Pajak A & B <i>Tax Certificates A & B</i>	TaxSys - PT Gramedia	Rp 5.600.000
PT Dyandra Communication			
2	New Anzen Leader Training, Toyota	<i>Toyota Indonesia Academy</i>	Rp1.200.000
3	Certified Event Venue Management	LSP MICE	Rp2.600.000
4	Graphic Design	LSP TIK	Rp550.000
PT Fasen Creative Quality			
1	AutoCad	<i>Electronica BIM Training Center</i>	Rp1.600.000
2	Sertifikasi MICE (Skema Marcomm) <i>MICE Certification</i>	LSP CWI	Rp3.000.000
3	K3 Umum <i>General occupational health and safety</i>	<i>Safety Preneur</i>	Rp5.750.000
PT Mitra Global Animalia			
1	Penanganan Gigitan Ular Berbisa <i>Treatment for Venomous Snake Bites</i>	<i>Dept. Animal Welfare & Education</i>	-
2	Brevet Pajak A & B <i>Tax Certificates A & B</i>	TaxSys - PT Gramedia	Rp5.600.000
PT Dyandra Mitra Indah			
1	Marketing Mix (Produk, Price, Promosi, Placement, Customer Behavior)	HRGA - SMO Departemen	Rp750.000
2	Pelatihan System Pencatatan Nasional Aset Museum <i>National Museum Asset Recording System Training</i>	Departemen Kebudayaan <i>Culture Department</i>	-
3	Pelatihan Teknik Penangkaran Burung <i>Bird Breeding Techniques Workshop</i>	Pusat Penangkaran Cikananga, Sukabumi <i>Cikananga Breeding Centre, Sukabumi</i>	Rp1.500.000
4	Pelatihan Teknik Dasar Guide Wisatawan TMII <i>Basic Tour Guide Training at TMII</i>	Marketing Communication TMII	-
5	Sertifikasi Tenaga Teknis Museum <i>Certification of Museum Technical Staff</i>	Dinas Kebudayaan <i>Culture Department</i>	-
6	Brevet Pajak A & B <i>Tax Certificates A & B</i>	TaxSys - PT Gramedia	-
PT Mitra Natura Raya			
1	Workshop SOP	<i>HR and QC Kebun Raya Bogor</i>	Rp2.850.000
2	Brevet Pajak A & B <i>Tax Certificates A & B</i>	TaxSys - PT Gramedia	-
PT Nusa Dua Indonesia			
1	Training Accurate	Cahaya Berkah Solusindo	Rp9.485.000
2	Menu Knowledge with Chef Vindex	FBP (Chef Vindex Tengker)	Rp94.754.000



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No	Nama Pelatihan Training	Penyelenggara Organizer	Biaya Cost
3	Perpanjangan Ahli K3 Umum <i>Renewal of general health and safety certification</i>	HRD (Aliem Sukses)	Rp4.750.000
4	Ahli K3 Umum <i>General health and safety certification</i>	HRD (Aliem Sukses)	Rp6.500.000
5	TSA Training	HRD (TSA)	Rp43.326.690
6	Operator Genset <i>Generator operator training</i>	HRD (SKP)	Rp7.367.000
7	Fire Training & Evacuation	Dinas Pemadam Kebakaran Badung <i>Badung Fire & Rescue Service</i>	Rp5.900.000
8	Wine and Spirit Training	PT. Suliharta	Rp1.000.000
9	Knowledge & Skill	Goldwing MICE Academy & BNSP	Rp1.462.500
10	Brevet Pajak A & B <i>Tax Certificates A & B</i>	TaxSys - PT Gramedia	Rp2.800.000
Sekretaris Perusahaan Corporate Secretary			
1	Webinar Penyegaran bagi Emiten/ Perusahaan Publik POJK 15/2022 & POJK 29/2023	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
2	ESG talks #2 Integrating PROPER Standards into Sustainability Strategies	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
3	Webinar Siapa di Balik Korporasi Mencermati Transparansi BO	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
4	Business Case of Sustainability	Kompas Gramedia	-
5	Womenpreneurs in Climate - Driving Innovations, Impact and Changes	TruCarbon	-
6	Seminar Pendalaman POJK no. 45 tahun 2024	Asosiasi Emiten Indonesia dan Otoritas Jasa Keuangan (OJK) <i>Indonesian Public Listed Companies Association & Financial Services Authority</i>	-
7	Navigating The Future : ESG Leadership Amid Uncertainty for a Resilient Capital Market	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
8	Seminar Capital Market Dialogue Seizing Opportunities Amid Global Policy Shift	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
9	Seminar Emiten 2025 - Navigating Global Dynamics : The Resilience of Indonesia's Economic and Financial System	PT Kustodian Sentral Efek Indonesia (KSEI)	-
10	Risk & Governance Summit 2025 : Empowering The GRC Ecosystem to Drive Economic Growth and National Resilience	Otoritas Jasa Keuangan <i>Financial Services Authority</i>	-
11	GHG Protocol in Practice: Menguasai Strategi Perhitungan Emisi Mandiri Perusahaan Secara Akurat	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-
12	Pemanfaat Artificial Intelligence dalam Penulisan Artikel Jurnal	Institut Pariwisata Trisakti <i>Trisakti Institute of Tourism</i>	-
13	Publikasi Laporan Kepemilikan Saham atau Setiap Perubahan Kepemilikan Saham Perusahaan Terbuka	Bursa Efek Indonesia dan Otoritas Jasa Keuangan (OJK) <i>Indonesia Stock Exchange & Financial Services Authority</i>	-
14	Tata Cara Pelaporan SPT Tahunan PPh Wajib Pajak Orang Pribadi Karyawan pada Coretax	Direktorat Jendral Pajak <i>Directorate-General of Taxes</i>	-
15	Unlocking Capital Market Synergies between Hong Kong and Indonesia	Hong Kong Economic and Trade Office Jakarta dan Asosiasi Emiten Indonesia	-
16	Webinar Eksplorasi E-RUPS dengan BAE	Asosiasi Emiten Indonesia x Bima Registra <i>Indonesian Public Listed Companies Association & Bima Registra</i>	-
17	Introductory to Investor Relations	Bursa Efek Indonesia dan Esente Indonesia <i>Indonesia Stock Exchange & Esente Indonesia</i>	-



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No	Nama Pelatihan <i>Training</i>	Penyelenggara <i>Organizer</i>	Biaya <i>Cost</i>
18	Google Cloud Platform (GCP) AI Workshop	Google Indonesia	-
19	Webinar IDX Green Equity Designation Initiative	Asosiasi Emiten Indonesia, Bursa Efek Indonesia dan BATS Consulting	-
20	Diskusi Panel <i>Beyond The Deal (M & A)</i>	Asosiasi Emiten Indonesia (AEI) bersama Komisi Pengawas Persaingan Usaha (KPPU) <i>Indonesian Public Listed Companies Association, Indonesia stock exchange, BATS Consulting</i>	-
21	ASEAN Capital Markets Forum	Securities Commission Malaysia	-
22	Transforming Together for A Stronger Tomorrow	Asosiasi Emiten Indonesia <i>Indonesian Public Listed Companies Association</i>	-

Tenaga Kerja Anak dan Tenaga Kerja Paksa [OJK F.19] [GRI 407-1]

Perseroan senantiasa mematuhi ketentuan hukum terkait praktik ketenagakerjaan. Dalam setiap angkatan kerja, Perseroan tidak mempekerjakan anak atau pekerja di bawah umur. Sepanjang tahun 2025, jam kerja yang diterapkan telah sesuai dengan regulasi ketenagakerjaan. Untuk mendukung kebijakan ketenagakerjaan dan pelaksanaan hak asasi manusia, Perseroan menggunakan Peraturan Perusahaan yang disahkan oleh Kepala Dinas Tenaga Kerja, Transmigrasi, dan Energi Provinsi DKI Jakarta dengan nomor pengesahan 1630/PP/L/XII/SP/2024 tertanggal 24 Desember 2024. Sepanjang tahun 2025, tidak terdapat pelanggaran hak asasi manusia dalam kegiatan bisnis Perseroan.

Kebijakan Remunerasi: Upah Minimum Regional [OJK F.20] [GRI 3-3]

Secara umum, upah atau remunerasi merupakan hak normatif bagi setiap karyawan. Perseroan memberikan kompensasi dengan berlandaskan asas keadilan serta menjaga daya saing terhadap industri sejenis, guna mendorong motivasi dan kinerja pegawai. Sistem pengupahan yang diterapkan bebas dari diskriminasi, sehingga seluruh karyawan memperoleh perlakuan setara tanpa membedakan gender. Perbedaan besaran upah semata-mata didasarkan pada pencapaian kinerja dan prestasi individu. Sepanjang tahun 2025, Perseroan telah memenuhi kewajiban kepada karyawan sesuai peraturan perundang-undangan, termasuk ketentuan upah minimum regional (UMR), dengan mengutamakan praktik kompensasi yang adil. Remunerasi mencakup gaji pokok, tunjangan, serta fasilitas tambahan. Selain itu, Perseroan juga menyediakan program jaminan sosial berupa asuransi pensiun, jaminan hari tua, kesehatan, dan ketenagakerjaan melalui Badan Penyelenggara Jaminan Sosial (BPJS).

Lingkungan Kerja yang Layak dan Aman [OJK F.21]

Manajemen Perseroan memastikan tersedianya lingkungan kerja yang aman, nyaman, dan layak, lengkap dengan fasilitas pendukung yang memadai. Hal ini merupakan bagian dari nilai inti serta standar operasional perusahaan. Perseroan telah mengimplementasikan Sistem Manajemen Keselamatan dan Kesehatan Kerja sesuai ISO 45001:2018. Melalui pendekatan berbasis risiko dan siklus PDCA (*Plan-Do-Check-Act*), kami secara konsisten mengidentifikasi potensi bahaya, mengurangi risiko kecelakaan, serta meningkatkan kesejahteraan karyawan.

Child Labor and Forced Labor [OJK F.19] [GRI 407-1]

The Company consistently complies with legal provisions related to labor practices. In every workforce, the Company does not employ children or underage workers. Throughout 2025, the working hours applied were in accordance with labor regulations. To support labor policies and the implementation of human rights, the Company applies the Company Regulation ratified by the Head of the Manpower, Transmigration, and Energy Office of DKI Jakarta Province under approval number 1630/PP/L/XII/SP/2024 dated December 24, 2024. During 2025, there were no human rights violations in the Company's business activities.

Remuneration Policy: Regional Minimum Wage [OJK F.19] [GRI 407-1]

Wages or remuneration are normative rights for every employee. The Company provides compensation based on the principle of fairness while maintaining competitiveness with similar industries, in order to encourage employee motivation and performance. The wage system applied is free from discrimination, ensuring that all employees receive equal treatment regardless of gender.

Differences in wage levels are solely determined by individual performance and achievements. Throughout 2025, the Company fulfilled its obligations to employees in accordance with prevailing laws and regulations, including compliance with regional minimum wage (UMR) provisions, while prioritizing fair compensation practices. Remuneration includes basic salary, allowances, and additional facilities. In addition, the Company also provides social security programs such as pension insurance, old-age benefits, health, and employment protection through the Social Security Administration Agency (Badan Penyelenggara Jaminan Sosial/BPJS).

Qualified and Safe Working Environment [OJK F.21]

The Company ensures the availability of a safe, comfortable, and proper working environment, complete with adequate supporting facilities. This forms part of the Company's core values and operational standards. The Company has implemented an Occupational Health and Safety Management System in accordance with ISO 45001:2018. Through a risk-based approach and the PDCA (*Plan-Do-Check-Act*) cycle, the Company consistently identifies potential hazards, reduces accident risks, and enhances employee well-being.



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Protokol dan aturan keselamatan kerja diterapkan secara ketat untuk meminimalkan risiko serta meningkatkan kesejahteraan karyawan. Keselamatan kerja menjadi prioritas utama melalui program K3 dengan target *zero accident*.

Untuk mendukung hal tersebut, setiap tahun Perseroan menyelenggarakan pelatihan simulasi tanggap darurat, pemadam kebakaran, sosialisasi tugas P2K3, serta pelatihan P3K. Sepanjang tahun 2025, Perseroan mencatat 1.978.080 jam kerja aman, hanya terjadi 1 kecelakaan fatal.

Strict occupational safety protocols and regulations are applied to minimize risks and improve employee welfare. Workplace safety is a top priority through the OHS program with a target of zero accidents.

To support this, the Company organizes annual emergency response simulations, fire drills, dissemination of P2K3 (Occupational Safety and Health Committee) duties, and first aid training. Throughout 2025, the Company recorded 1,978,080 safe working hours, with only 1 fatal accident occurring.



Masyarakat

Dampak Operasi terhadap Masyarakat Sekitar [OJK F.23] [GRI 413-1] [413-2]

Setiap aktivitas bisnis membawa dampak, baik positif maupun negatif. Dampak terhadap masyarakat sekitar mencakup pengaruh kegiatan Perseroan terhadap lingkungan, sosial, dan ekonomi di wilayah operasional. Bagi Perseroan, pengelolaan dampak secara bertanggung jawab melalui praktik keberlanjutan merupakan hal yang krusial. Upaya ini dilakukan dengan melibatkan pemangku kepentingan dan masyarakat agar operasional memberikan manfaat sosial dan lingkungan.

Sepanjang tahun 2025, kegiatan MICE menghasilkan beragam dampak bagi masyarakat sekitar. Dampak positif meliputi peningkatan aktivitas ekonomi, penciptaan lapangan kerja, serta bertambahnya pendapatan bagi bisnis lokal seperti hotel, restoran, transportasi, dan venue acara. Selain itu, MICE turut mempromosikan destinasi tuan rumah, menarik wisatawan, dan memperkuat ekonomi lokal. Namun, dampak negatif seperti kemacetan, tekanan pada infrastruktur, degradasi lingkungan, dan gangguan terhadap kehidupan warga tetap muncul. Oleh karena itu, keterlibatan operator MICE dengan komunitas lokal menjadi penting. Perencanaan dan pengelolaan yang matang dapat meminimalkan dampak negatif, sekaligus memastikan manfaat dari penyelenggaraan MICE terbagi secara adil bagi seluruh pemangku kepentingan.

Society

Impact of Operations on Surrounding Communities [OJK F.23] [GRI 413-1] [413-2]

Every business activity generates both positive and negative impacts. The impacts on surrounding communities include the Company's influence on the environment, society, and economy in its operational areas. For the Company, responsible impact management through sustainability practices is crucial. These efforts are carried out by involving stakeholders and local communities to ensure that operations deliver social and environmental benefits.

Throughout 2025, MICE activities generated various impacts on surrounding communities. Positive impacts included increased economic activity, job creation, and higher income for local businesses such as hotels, restaurants, transportation, and event venues. In addition, MICE promoted host destinations, attracted tourists, and strengthened the local economy. However, negative impacts such as traffic congestion, pressure on infrastructure, environmental degradation, and disruption to residents' lives also emerged. Therefore, the involvement of MICE operators with local communities becomes essential. Careful planning and management can minimize negative impacts while ensuring that the benefits of MICE events are fairly distributed among all stakeholders.



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Penanganan Pengaduan Masyarakat [OJK F.24] [GRI 413-1]

Perseroan bersama entitas anak senantiasa terbuka terhadap kritik, pengaduan, maupun masukan dari masyarakat. Setiap masukan dan keluhan ditanggapi secara positif dengan upaya mencari solusi melalui keterlibatan seluruh pihak terkait.

Handling of Public Grievances [OJK F.24] [GRI 413-1]

The Company and its subsidiaries remain open to criticism, complaints, and input from the public. Every input and complaint is responded to positively, with efforts to seek solutions through the involvement of all relevant parties.

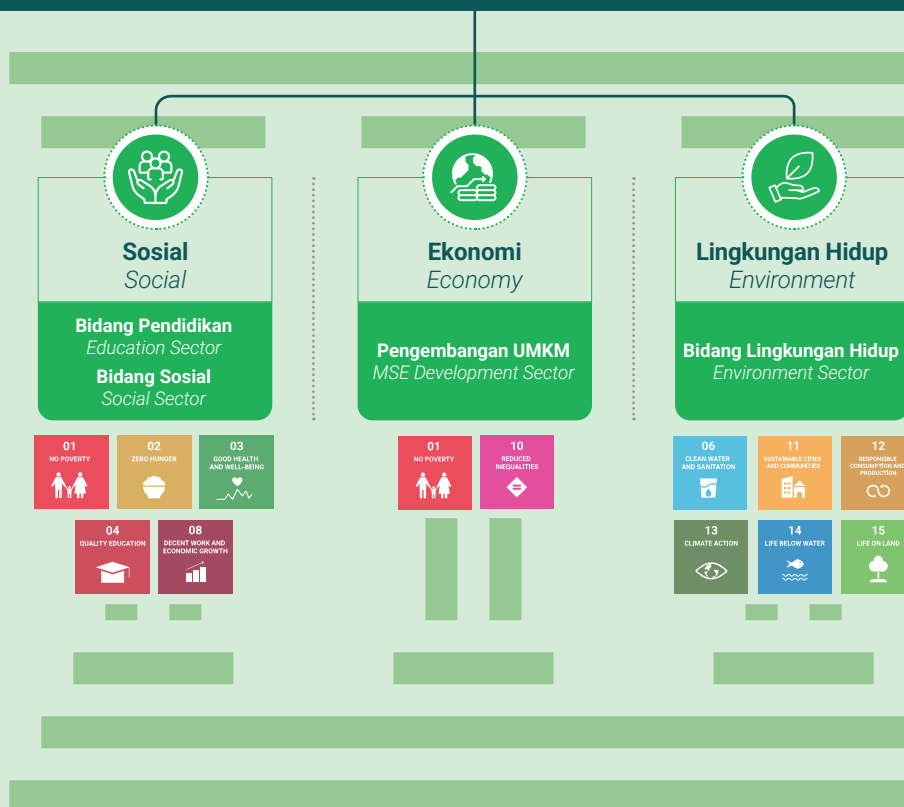
Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) [OJK F.25] [GRI 413-1]

Perseroan bersama entitas anak berkomitmen untuk memberikan kontribusi positif bagi masyarakat di sekitar wilayah operasional. Komitmen ini merupakan bentuk kepatuhan terhadap Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, yang mengatur Tanggung Jawab Sosial dan Lingkungan (TJSL). TJSL mencerminkan peran aktif Perseroan dalam mendukung pembangunan ekonomi berkelanjutan guna meningkatkan kualitas hidup dan lingkungan, yang bermanfaat bagi perusahaan, komunitas lokal, maupun masyarakat luas. Pelaksanaan program TJSL dilakukan oleh masing-masing anak perusahaan sesuai dengan karakteristik bisnis dan kondisi masyarakat setempat. Pelaksanaan program TJSL tersebut juga dirancang untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Environmental and Social Responsibility Activities (CSR) [OJK F.25] [GRI 413-1]

The Company and its subsidiaries are committed to making positive contributions to communities around their operational areas. This commitment reflects compliance with Law No. 40 of 2007 on Limited Liability Companies, which regulates Corporate Social and Environmental Responsibility (CSR). CSR embodies the Company's active role in supporting sustainable economic development to improve quality of life and the environment, benefiting the Company, local communities, and society at large. The implementation of TJSL programs is carried out by each subsidiary in accordance with their business characteristics and the conditions of local communities. These programs are also designed to support the achievement of the Sustainable Development Goals (SDGs).

3 Pilar Pembangunan TJSL 3 Development Pillars of CSR





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Berikut adalah program TJSJ yang dilakukan Perseroan:

CSR programmes implemented by the Company:

Bidang Sosial Social Sector

Dyandra memahami bahwa menjaga keragaman sosial dan budaya merupakan aspek penting dalam program pengembangan masyarakat, guna menciptakan iklim sosial yang harmonis serta tatanan budaya yang sehat di sekitar wilayah operasional. Kondisi tersebut mendukung kelancaran aktivitas perusahaan. Melalui berbagai kegiatan sosial, Dyandra melalui entitas anak melaksanakan program TJSJ yang mencakup bidang kesehatan, pelestarian budaya, pemberdayaan masyarakat adat, pembangunan sarana ibadah, serta pemberian bantuan kepada korban bencana alam di Sumatera.

PT Dyandra Media International Tbk selaku holding memberikan santunan buka puasa bersama anak yatim piatu di masjid sebesar Rp5.000.000.

Dyandra understands that preserving social and cultural diversity is an important aspect of community development programs, aimed at creating a harmonious social climate and a healthy cultural environment around its operational areas. These conditions support the smooth running of the Company's activities. Through various social initiatives, Dyandra, via its subsidiaries, implements Corporate Social and Environmental Responsibility (CSR) programs covering health, cultural preservation, empowerment of indigenous communities, construction of worship facilities, and donation to victims of natural disasters in Sumatera.

As the holding company, PT Dyandra Media International Tbk provided donations for a communal iftar with orphans at a mosque amounting to IDR 5,000,000.



TPB
SDG's

01

NO POVERTY



02

ZERO HUNGER



03

GOOD HEALTH AND WELL-BEING



10

REDUCED INEQUALITIES



11

SUSTAINABLE CITIES AND COMMUNITIES



Entitas anak Subsidiaries	Kegiatan Programme	Biaya Cost	
PT Dyandra Promosindo	Pembangunan fasilitas ibadah di Sekolah Ganesa Satria Depok <i>Worship facility construction at Ganesa Satria School, Depok</i>	Rp116.910.850	
PT Dyandra Communication	Santunan anak yatim <i>Donations for orphans</i>	Rp28.500.500	
PT Dyandra Global Edutainment	Bantuan sosial <i>Social donation</i>	Rp65.000.000	
PT Mitra Natura Raya	1. Dukungan kepada Sekaa Teruna Teruni (STT) Giri Merta Desa Adat Kembang dan Desa Adat Ses, STT Candi Ulangun Desa Adat Candi, STT Bina Taruna Desa Adat Pemuter. <i>Supporting the Sekaa Teruna Teruni (STT) Giri Merta of the Kembang Traditional Village and the Ses Traditional Village, the STT Candi Ulangun of the Candi Traditional Village, and the STT Bina Taruna of the Pemuter Traditional Village.</i>	2. Donor Darah <i>Blood Donation.</i> 3. Pemberian Hewan Kurban <i>Donation for orphans</i> 4. Santunan anak yatim <i>Giving qurbani animals</i> 5. Bantuan sosial <i>Social donation</i>	Rp124.152.180
PT Dyandra Mitra Indah	Santunan anak yatim <i>Donation for orphans</i>	Rp25.200.000	
PT Dyandra Event Solution	1. Pemberian hewan kurban <i>Giving qurbani animals</i>	2. Santunan anak yatim <i>Donation for orphans</i>	Rp31.000.000



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PT Sinar Dyandra Abadi	Pemberdayaan umat dan UMKM di Ciledug dan Palembang berupa: Makan jumat berkah, Sumbangan ke Masjid, Sumbangan Yatim, Qurban, Sumbangan Pesantren Palembang. <i>Empowerment initiatives for the community and micro, small and medium-sized enterprises (MSMEs) in Ciledug and Palembang include: Blessed Friday meals, donations to mosques, donations for orphans, Qurban sacrifices, and donations to Islamic boarding schools in Palembang.</i>	Rp116.555.000
PT Nusa Dua Indonesia	1. Memberikan bantuan dana bulanan untuk lingkungan desa. <i>Providing monthly financial assistance to village communities.</i> 2. Pembagian makanan ke yayasan. <i>Distributing meals to charitable foundations.</i> 3. Pembagian sembako. <i>Delivering staple food packages to those in need.</i> 4. Membantu pembangunan pesantren. <i>Supporting the construction of Islamic boarding schools</i>	Rp158.114.357
PT Graha Multi Utama	1. Santunan anak yatim <i>Donation for orphans</i> 2. Pemberian hewan kurban <i>Giving qurbani animals</i> 3. Bantuan sosial <i>Social donation</i>	Rp28.145.800



Bidang Pendidikan Education Sector

Pendidikan memegang peranan penting dalam membentuk sumber daya manusia yang unggul, sehingga mampu memberikan kontribusi nyata bagi pembangunan ekonomi sekaligus meningkatkan kesejahteraan masyarakat. Untuk itu, Dyandra melalui beberapa entitas anak berkomitmen mendorong peningkatan kualitas pendidikan melalui beragam program magang, pendidikan dan pelatihan.

Dyandra Promosindo selaku entitas anak menggelar program *IIMS Students Charity Day* dengan mengundang 150 siswa dari SDN Kebon Kosong 05, 07, dan 15 Pagi Jakarta Pusat. Kegiatan ini bertujuan memberi wawasan dan inspirasi lebih dini kepada siswa-siswi tentang dunia otomotif, sekaligus upaya menjadikan event *Indonesia International Motor Show (IIMS)* sebagai *top of mind* pameran otomotif unggulan.

Selain itu Dyandra selaku *holding* juga memberikan beasiswa Strata 2 (S2) Magister Pariwisata di Institut Pariwisata Trisakti yang diberikan kepada Sekretaris Perusahaan untuk periode 2024-2026 dengan total biaya sebesar Rp. 56.180.348.

Education plays an important role in shaping superior human resources capable of making real contributions to economic development while improving community welfare. Therefore, Dyandra, through several subsidiaries, is committed to enhancing the quality of education through various internship, education, and training programs.

Dyandra Promosindo, as a subsidiary, organized the *IIMS Students Charity Day* program by inviting 150 students from SDN Kebon Kosong 05, 07, and 15 Pagi in Central Jakarta. This activity aimed to provide early insights and inspiration to students about the automotive world, while positioning the *Indonesia International Motor Show (IIMS)* as a top-of-mind premier automotive exhibition.

In addition, Dyandra as the holding company also awarded a Master's degree scholarship (Strata 2) in Tourism at Trisakti Institute of Tourism to the Corporate Secretary for the 2024–2026 period, with a total investment of IDR 56,180,348.



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TPB SDG's	04 QUALITY EDUCATION 	10 REDUCED INEQUALITIES 	08 DECENT WORK AND ECONOMIC GROWTH
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Entitas anak Subsidiaries	Kegiatan Programme	Biaya Cost
PT Dyandra Promosindo	IIMS 2025 Students Charity Day	Rp64.186.000
PT Mitra Natura Raya	Pembangunan Karakter dan Kemandirian yang berwawasan global <i>Character Development and Independence with a Global Perspective</i>	Rp2.888.428
PT Dyandra Global Edutainment	Pelatihan keterampilan, magang, dan kesempatan kerja <i>Skills training, work experience programmes and job opportunities</i>	Rp65.000.000
PT Dyandra Global Animalia	<i>Animalium Goes to School</i>	Rp3.000.000
PT Dyandra Mitra Indah	1. Edukasi dan Lomba Cerdas Cermat Keanekaragaman Hayati 2. Edukasi Keanekaragaman Hayati bagi siswa berkebutuhan khusus <i>1. Education and Biodiversity Trivia Contest</i> <i>2. Biodiversity education for students with disabilities</i>	Rp133.000.000

Bidang Lingkungan Hidup Environment Sector

Pelestarian lingkungan merupakan tantangan besar di era modern yang menuntut aksi nyata. Dyandra berkomitmen untuk menjaga keberlanjutan alam, memastikan sumber daya dan warisan lingkungan tetap terpelihara demi masa depan yang berkesinambungan. Melalui entitas anak, Dyandra turut serta menjaga kelestarian lingkungan hidup dengan menanam mangrove, pohon penghijauan, dan kali bersih bekerja sama dengan sejumlah komunitas.

Environmental preservation is a major challenge in the modern era, requiring concrete actions. Dyandra is committed to safeguarding natural sustainability, ensuring that resources and environmental heritage are preserved for a sustainable future. Through its subsidiaries, Dyandra actively participates in environmental conservation by planting mangroves, greening trees, and conducting river-cleaning programs in collaboration with several communities.



TPB SDG's	06 CLEAN WATER AND SANITATION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND
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Entitas anak Subsidiaries	Kegiatan Programme	Biaya Cost
Mitra Natura Raya	1. Hibah Tanaman Obat non-koleksi 2. Pemberian Tanaman Penghijauan non-koleksi <i>1. Non-collection Medicinal Plant Grants</i> <i>2. Providing non-collection greening plants</i>	Rp4.485.000
Graha Multi Utama	Santika Sahabat Bumi 1. Menanam mangrove 2. Bersih-bersih sungai <i>1. Mangrove planting</i> <i>2. River cleaning campaign</i>	Rp998.300

Planet

Perseroan bertekad untuk memastikan setiap kegiatan operasional perusahaan senantiasa sesuai dengan ketentuan lingkungan hidup dalam rangka mendukung pencapaian target *Net Zero Emission* (NZE) pada tahun 2060, sekaligus melaksanakan berbagai inisiatif pelestarian alam guna menjamin keberlanjutan lingkungan bagi generasi mendatang.

Dyandra telah mengimplementasikan Sistem Manajemen Lingkungan sesuai ISO 14001:2015. Melalui pendekatan berbasis risiko dan siklus PDCA (*Plan-Do-Check-Act*), kami secara konsisten mengidentifikasi, mengelola, dan mengurangi dampak lingkungan dari kegiatan bisnis.

Perseroan memahami bahwa kepedulian terhadap lingkungan merupakan aspek krusial karena berkaitan langsung dengan keberlangsungan ekosistem alam yang berdampak pada kehidupan manusia serta kesinambungan bisnis. Walaupun aktivitas lingkungan yang dijalankan masih terbatas, Perseroan tetap berkomitmen kuat untuk mengoperasikan usaha secara ramah lingkungan. Bentuk nyata kepedulian tersebut diwujudkan melalui program efisiensi penggunaan air, penghematan energi, serta pengelolaan limbah secara tepat.

Melalui entitas anak, Perseroan telah melaksanakan sejumlah inisiatif perlindungan lingkungan, meskipun penerapannya belum merata. Ke depannya, Perseroan merencanakan pelaksanaan program perlindungan lingkungan yang lebih terintegrasi dan sinergis.

Biaya Lingkungan ^[OJK F.4]

Komitmen Perseroan dalam mencegah kerusakan lingkungan sekaligus melakukan pemulihan tercermin melalui alokasi biaya lingkungan melalui program TJSL. Pengeluaran tersebut meliputi berbagai inisiatif, seperti penerapan praktik ramah lingkungan, investasi pada teknologi berkelanjutan, serta kepatuhan terhadap regulasi yang berlaku. Dengan langkah ini, Perseroan menegaskan dedikasinya untuk mengurangi jejak ekologis dan berkontribusi pada upaya pelestarian serta keberlanjutan lingkungan. Sepanjang tahun 2025, biaya lingkungan hidup yang telah dikeluarkan Perseroan mencapai Rp1.330.135.915.

Planet

Dyandra is committed to ensuring that every operational activity consistently complies with environmental regulations in support of achieving the *Net Zero Emission* (NZE) target by 2060, while also carrying out various nature conservation initiatives to safeguard environmental sustainability for future generations.

The company has implemented an Environmental Management System in accordance with ISO 14001:2015. Through a risk-based approach and the PDCA (*Plan-Do-Check-Act*) cycle, we consistently identify, manage, and reduce the environmental impacts of our business activities.

The Company recognizes that environmental stewardship is a crucial aspect, as it directly relates to the continuity of natural ecosystems, which in turn affect human life and business sustainability. Although current environmental activities remain limited, the Company maintains a strong commitment to operating in an environmentally friendly manner. This commitment is demonstrated through programs focused on water efficiency, energy conservation, and proper waste management.

Through its subsidiaries, the Company has undertaken several environmental protection initiatives, though implementation has not yet been uniform. Moving forward, the Company plans to carry out more integrated and synergistic environmental protection programs.

Environmental Costs ^[OJK F.4]

The Company's commitment to preventing environmental damage while also undertaking restoration efforts is reflected in the allocation of environmental expenditures through its Corporate Social and Environmental Responsibility (CSR) program. These expenditures cover a range of initiatives, including the adoption of environmentally friendly practices, investment in sustainable technologies, and compliance with applicable regulations. Through these measures, the Company reinforces its dedication to reducing its ecological footprint and contributing to environmental preservation and sustainability. Throughout 2025, the Company's environmental expenditures amounted to IDR 1,330,135,915.



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Penggunaan Material yang Ramah Lingkungan ^[OJK F.5]

Perseroan belum memiliki kebijakan khusus terkait penggunaan material ramah lingkungan. Namun, sejalan dengan komitmen keberlanjutan, Perseroan senantiasa berupaya untuk menghindari pemanfaatan material yang tidak ramah lingkungan dalam seluruh aspek operasionalnya.

Use of Environmentally Friendly Materials ^[OJK F.5]

The Company has not yet established a specific policy regarding the use of environmentally friendly materials. Nevertheless, in alignment with its sustainability commitment, the Company consistently endeavors to avoid the utilization of non-eco-friendly materials across all operational activities.

Jumlah dan Intensitas Energi yang Digunakan ^[OJK F.6]

Karakter bisnis Dyandra yang bergerak dalam industri MICE, membuat Perseroan tidak dapat menghitung jumlah dan intensitas energi yang digunakan pada Laporan Keberlanjutan ini. Meski demikian Perseroan selalu berupaya melakukan efisiensi energi. Beberapa upaya yang telah dilakukan pada tahun 2025 adalah sebagai berikut:

Number and Intensity of Energy Consumed ^[OJK F.6]

Given the nature of Dyandra's business in the MICE industry, the Company is unable to calculate the amount and intensity of energy consumption in this Sustainability Report. Nevertheless, the Company remains committed to implementing energy efficiency measures. In 2025, the following initiatives were undertaken::

Entitas anak Subsidiaries	Upaya pengurangan penggunaan energi ^[OJK F.12] Initiatives to Reduce Energy Consumption
PT Dyandra Promosindo	<ol style="list-style-type: none"> Menggunakan 7 mobil listrik sebagai kendaraan operasional karyawan untuk efisiensi biaya operasional serta mendukung transisi energi ke <i>net zero emission</i>. <i>The Company utilizes seven electric vehicles as employee operational transport to improve cost efficiency and to support the energy transition towards net zero emissions.</i> Program sustainability di event-event yang diselenggarakan, pengurangan penggunaan kertas dan digitalisasi materi event. <i>Implementation of sustainability programs at organized events, including reducing paper usage and digitalizing event materials.</i>
PT Dyandra Communication	<ol style="list-style-type: none"> Penggunaan dokumen digital untuk komunikasi internal <i>Adoption of digital documents for internal communication</i> Menggunakan materi digital untuk kegiatan event seperti undangan, materi presentasi. <i>Use of digital materials for event activities, such as invitations and presentation materials.</i>
PT Fasen Creative Quality	Menggunakan 3 unit mobil listrik sebagai kendaraan operasional karyawan untuk efisiensi biaya operasional serta mendukung transisi energi ke <i>net zero emission</i> <i>Deployment of three electric vehicles as employee operational transport to improve cost efficiency and support the energy transition toward net zero emissions.</i>
PT Dyandra Global Edutainment	<ol style="list-style-type: none"> Memaksimalkan penggunaan pasokan listrik dari <i>venue</i> untuk mengurangi ketergantungan pada genset berbahan bakar fosil. <i>Maximization of electricity supply from venues to reduce reliance on fossil fuel-powered generators.</i> Penggunaan lampu LED. <i>Use of LED lighting across facilities.</i> Memperbarui peralatan produksi dan perangkat audio yang hemat energi. <i>Upgrading of production equipment and energy-efficient audio devices</i>
PT Mitra Global Animalia	<ol style="list-style-type: none"> Penggunaan lampu LED di seluruh Paludarium Satwa. <i>Installation of LED lighting throughout the Animals Paludarium.</i> Fasad ganda untuk pendinginan pasif. <i>Application of double façades for passive cooling.</i> Pengaturan penggunaan listrik dan lampu sesuai dengan jumlah kunjungan. <i>Adjustment of electricity and lighting usage based on visitor numbers.</i>
PT Mitra Natura Raya	<ol style="list-style-type: none"> Penggunaan pencahayaan LED sebanyak 1.404 buah. <i>Installation of 1,404 LED lights.</i> Penggunaan motor listrik 20 unit dan 2 unit mobil golf. <i>Use of 20 electric motors and two golf carts.</i> Pengaturan suhu ruangan. <i>Regulation of indoor temperature.</i> Optimalisasi ventilasi alami. <i>Optimization of natural ventilation.</i> Menggunakan listrik sebagai penggerak mesin <i>Waste Management</i> agar tidak membebani TPA Provinsi. <i>Use of electricity-powered waste management machines to reduce burden on provincial landfills</i>



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Entitas anak Subsidiaries	Upaya pengurangan penggunaan energi ^[OJK F.12] Initiatives to Reduce Energy Consumption
PT Dyandra Mitra Indah	<ol style="list-style-type: none"> Pencahayaan LED di seluruh area. <i>Installation of LED lighting across all areas.</i> Fasad ganda untuk pendinginan pasif. <i>Application of double façades for passive cooling.</i> Penggunaan sensor gerak pada eskalator. <i>Use of motion sensors on escalators.</i> Pemusatan area kantor untuk mengurangi penggunaan AC. <i>Centralization of office areas to reduce air-conditioning usage.</i> Menggunakan timer diseluruh instalasi yang menggunakan pompa & lampu. <i>Installation of timers across pump and lighting systems.</i> Menggunakan atap transparan untuk memaksimalkan pencahayaan alami. <i>Use of transparent roofing to maximize natural lighting.</i> Penunjukan <i>Power Officer</i> yang tugasnya melakukan sweeping di sore hari. <i>Appointment of a Power Officer responsible for daily energy checks.</i> Menggunakan mobil listrik untuk kegiatan operasional. <i>Use of electric vehicles for operational activities.</i> Upaya pembuatan program <i>Waste Management</i> agar tidak membebani TPA Provinsi. <i>Development of waste management programs to reduce landfill burden.</i>
PT Sinar Dyandra Abadi	<ol style="list-style-type: none"> Upaya pencapaian efisiensi energi dan penggunaan energi terbarukan. <i>Efforts to achieve energy efficiency and renewable energy utilization.</i> Pemasangan <i>GPS tracker</i> pada setiap kendaraan. <i>Installation of GPS trackers on all vehicles.</i>
PT Nusa Dua Indonesia	<ol style="list-style-type: none"> Penggantian lampu ke tipe LED sebanyak 3.276 buah dari total 3.980 atau mencapai 83%. <i>Replacement of 3,276 lamps with LED units, representing 83% of total 3.980 lighting.</i> <i>Main meeting room</i> dan lobi sudah menggunakan electronic automation control untuk efisiensi pemakaian lampu sesuai dengan permintaan. <i>Use of electronic automation controls in the main meeting room and lobby to optimize lighting efficiency.</i>
PT Graha Multi Utama	<ol style="list-style-type: none"> Pencahayaan LED di seluruh area. <i>Installation of LED lighting across all areas.</i> Menggunakan timer untuk menghidupkan lampu. <i>Use of timers to regulate lighting operations.</i>

Penggunaan Air ^{[OJK F.8] [GRI 303-4] [GRI 303-5]}

Konsumsi air Perseroan sebagian besar untuk keperluan sanitasi dan kegiatan menyiram tanaman. Perseroan memanfaatkan air yang diperoleh dari Perusahaan Daerah Air Minum (PDAM).

Kebijakan dalam pengelolaan air ^[GRI 303]

- Membuat instalasi pengelolaan air limbah dan mengoperasionalkannya sesuai dengan ketentuan pemerintah.
- Mengoperasikan pengelolaan air limbah sesuai dengan peraturan Kementerian Lingkungan Hidup dan Kehutanan.
- Bekerja sama dengan pihak ketiga yaitu Greeners, dalam pengelolaan limbah padat dan cair pada beberapa kegiatan event/ konser musik.
- Penggunaan kran air sensor otomatis.

Sepanjang tahun 2025 Perseroan menggunakan air sebanyak 896.271 m³.

Dyandra melalui entitas anak Nusa Dua Indonesia telah memiliki *grey water system*. Sistem ini merupakan praktik *water recycling* membantu mengurangi volume limbah cair yang masuk ke saluran pembuangan. Sebanyak 70% *grey water* digunakan kembali khususnya untuk menyiram tanaman dan *flushing toilet*.

Water Consumption ^{[OJK F.8] [GRI 303-4] [GRI 303-5]}

The Company's water consumption is primarily for sanitation purposes and plant irrigation, sourced from the Regional Drinking Water Company (PDAM).

Water Management Policy ^[GRI 303]

- Establishment of wastewater treatment facilities operated in accordance with government regulations.
- Operation of wastewater management systems in compliance with the Ministry of Environment and Forestry regulations.
- Collaboration with third parties, such as Greeners, for solid and liquid waste management during certain events and music concerts.
- Use of automatic sensor faucets.

In 2025, the Company's total water consumption amounted to 896,271 m³.

Through its subsidiary, Nusa Dua Indonesia, Dyandra has implemented a *grey water system*. This water recycling practice helps reduce the volume of liquid waste discharged into drainage channels. Approximately 70% of *greywater* is reused, primarily for watering plants and flushing toilets.



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Emisi Gas Rumah Kaca [OJK F.11] [GRI 302-1, GRI 302-4]

Untuk mendukung kegiatan bisnisnya, Dyandra memerlukan pasokan energi, termasuk yang berasal dari sumber fosil. Sejalan dengan komitmen dalam mengurangi dampak perubahan iklim, Perseroan berupaya mengedepankan aktivitas rendah emisi dalam setiap operasionalnya. Namun demikian, hingga tahun 2025, Perseroan belum melaksanakan penghitungan emisi gas rumah kaca secara menyeluruh.

Energi yang Dikonsumsi Perusahaan Berdasarkan Jenis Energi Energy Consumed by Energy Type

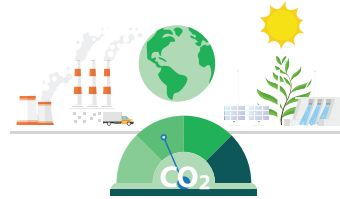
Jenis Energi Energy Type	Volume		
	Satuan Unit	Jumlah Total	Giga Joule
Bensin Gasoline	Liter Litre	216.332	7.507
Solar Diesel	Liter Litre	54.000	2.084
Listrik Electricity	Kwh Kwh	10.048.352	36.174
LPG	Kg Kg	19.650	963

Penghitungan Emisi Gas Rumah Kaca Greenhouse Gas Emissions Calculation

Emisi Langsung (Scope 1) Direct Emissions	Total Emisi Total Emission (tCO ₂ e)
Kategori 1: Emisi GRK langsung dan Pembuangan Category 1: Direct GHG Emissions and Discharges	
Emisi langsung dari pembakaran stasioner Direct emissions from stationary combustion	0
Emisi langsung dari pembakaran bergerak Direct emissions from combustion move	257,28
Emisi langsung dari proses pengolahan Direct emissions from processing processes	0
Emisi <i>fugitive</i> langsung Direct fugitive emissions	0
Emisi langsung dari <i>Land Use, Land Use Change and Forestry</i> (LULUCF) Direct Emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung Total Direct Emissions (Scope 1)	257,28
Emisi Tidak Langsung (Scope 2) Indirect emissions	
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli Category 2: Indirect GHG emissions from imported/purchased energy	
Emisi tidak langsung dari konsumsi listrik yang diimpor/dibeli Indirect emissions from consumption of imported/purchased electricity	5.425,66
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (di luar listrik) Indirect emissions from consumption of imported/purchased energy networks (excluding electricity)	-
Total Emisi tidak langsung (Scope 2) Total Indirect Emissions	5.425,66
Emisi Tidak Langsung (Scope 3) Indirect Emissions (Scope 3)	
Kategori 3: Emisi GRK tidak langsung dari transportasi Category 3: Indirect GHG emissions from transportation	

Greenhouse Gas Emissions [OJK F.11] [GRI 302-1, GRI 302-4]

To support its business activities, Dyandra requires an energy supply, including sources derived from fossil fuels. In line with its commitment to reducing the impacts of climate change, the Company strives to prioritize low-emission operations across all activities. However, as of 2025, the Company has not yet conducted a comprehensive calculation of greenhouse gas emissions.



Transportasi dan distribusi hulu Upstream transportation and distribution	0
Perjalanan Dinas Official travel	99
Transportasi dari klien dan pengunjung Transportation of clients and visitors	360
Transportasi dan distribusi hilir Downstream transportation and distribution	0
Perjalanan Karyawan Employee travel	477

Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan

Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan Category 4: Indirect GHG emissions from products used by the company	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung Energy-related activities not included in direct emissions and indirect energy emissions	0
Pembelian Barang dan Jasa Purchase of Goods and Services	180
Peralatan/barang modal Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional Waste generated in operational activities	0
Aset Sewaan hulu Upstream Leased Assets	0

Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan

Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan Category 5: Indirect GHG emissions associated with the use of the company's products	
Investasi Investment	0
Penggunaan produk yang dijual Use of products sold	0
Pembuangan akhir masa pakai produk yang dijual End-of-life disposal of products sold	0
Waralaba hilir Downstream franchise	0
Aset Sewaan Hilir Downstream Leased Assets	0
Pengolahan produk yang dijual Processing of products sold	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya Category 6: Indirect GHG emissions from other sources	
Emisi atau pembuangan tidak langsung lainnya Other indirect emissions or discharges	0

Total Emisi tidak langsung (Scope 3) Total indirect emissions (Scope 3)	1.116
Total Emisi GRK (Scope 1 dan 2) Total GHG Emissions (Scope 1 and 2)	5.682,94
Total Emisi GRK (Scope 1, 2 and 3) Total GHG Emissions (Scope 1, 2 and 3)	6.798,94



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Mekanisme Pengelolaan Limbah dan Efluen ^[OJK F.14]

Perseroan melalui anak perusahaan mengolah limbah organik menjadi produk yang bermanfaat. Limbah buah dan sayuran dimanfaatkan untuk pembuatan *eco enzyme*, sedangkan daun serta sampah organik lainnya diolah menjadi kompos melalui proses pengumpulan dan pencacahan (daun, rumput, dan ranting).

Salah satu entitas anak Dyandra yakni Nusa Dua Indonesia (NDI) memanfaatkan limbah serbuk kopi sebagai pupuk organik setelah melalui proses pencampuran dengan kompos padat dan sampah organik. Praktik ini berhasil mengurangi limbah cair serbuk kopi sebanyak 1.603 kg. NDI juga memproduksi kompos sebanyak 3.430 kg setelah menggunakan mesin *shredding*.

Sepanjang tahun 2025, Perseroan menghasilkan 1,338 ton limbah kategori B3, sebagian besar adalah oli bekas. Pengelolaan dan pembuangan limbah B3 ini dilakukan oleh pihak ketiga berlisensi pengelolaan B3 dan telah mendapat izin dari Kementerian Lingkungan Hidup (KLH).

Mechanism of Waste and Effluent Management ^[OJK F.14]

The Company, through its subsidiaries, processes organic waste into useful products. Fruit and vegetable waste is utilized for the production of *eco-enzymes*, while leaves and other organic materials are processed into compost through collection and shredding (including leaves, grass, and twigs).

One of Dyandra's subsidiaries, Nusa Dua Indonesia (NDI), repurposes coffee grounds as organic fertilizer after mixing them with solid compost and other organic waste. This practice successfully reduced liquid coffee waste by 1,603 kg. Additionally, NDI produced 3,430 kg of compost using shredding machines.

Throughout 2025, the Company generated 1,338 tons of hazardous and toxic waste (B3 category), the majority of which consisted of used oil. The management and disposal of this B3 waste were carried out by licensed third parties authorized for hazardous waste management and approved by the Ministry of Environment (KLH).

Limbah Sampah / Garbage Waste



991,6 Ton
Tonnes

Total Sampah
Total Waste



257,6 Ton
Tonnes

Kompos
Composted



93,6 Ton
Tonnes

Diolah
Recycled



0,015 Ton
Tonnes

B3
Hazardous Waste



Pengaduan Terkait Lingkungan Hidup ^{[OJK F.16] [GRI 2-27] [GRI 3-3]}

Sampai dengan tahun 2025, Perseroan belum memiliki fasilitas khusus untuk menampung pengaduan terkait lingkungan hidup. Kendati demikian, perusahaan tetap membuka diri terhadap masukan masyarakat mengenai dampak lingkungan dari kegiatan usaha. Setiap pengaduan yang diterima akan dijadikan bahan evaluasi serta dasar perbaikan.

Sepanjang tahun 2025 Perseroan tidak menerima pengaduan terkait Lingkungan Hidup. Dengan demikian tidak ada informasi/data yang mencakup jumlah pengaduan yang masuk dan berapa yang sudah diselesaikan, yang dapat diungkapkan pada Laporan Keberlanjutan ini.

Environmental Complaints Handling ^{[OJK F.16] [GRI 2-27] [GRI 3-3]}

As of 2025, the Company has not yet established a dedicated facility to accommodate environmental-related complaints. Nevertheless, the Company remains open to receiving input from the public regarding the environmental impacts of its business activities. Any complaints received are treated as evaluation material and serve as the basis for improvement.

Throughout 2025, the Company did not receive any environmental-related complaints. Accordingly, there is no information or data available regarding the number of complaints submitted or resolved that can be disclosed in this Sustainability Report.



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Keanekaragaman Hayati [OJK F.10] [GRI 2-27] [GRI 3-3]

Perseroan memahami bahwa kegiatan operasional dapat menimbulkan dampak positif maupun negatif terhadap lingkungan. Oleh karena itu, perusahaan memberikan perhatian khusus pada keanekaragaman hayati di sekitar wilayahnya, dengan memastikan keberlangsungan spesies tumbuhan dan hewan, keragaman genetik, serta ekosistem alami.

Sejalan dengan komitmen tersebut, Perseroan melaksanakan berbagai inisiatif untuk menjaga keanekaragaman hayati, terutama pada habitat ekosistem serta flora dan fauna di dalam maupun di luar area operasional. Komitmen ini diwujudkan melalui program-program yang dijalankan oleh anak perusahaan.

Biodiversity [OJK F.10] [GRI 2-27] [GRI 3-3]

The Company recognizes that operational activities may generate both positive and negative impacts on the environment. Therefore, special attention is given to biodiversity around its operational areas, ensuring the sustainability of plant and animal species, genetic diversity, and natural ecosystems.

In line with this commitment, the Company implements various initiatives to preserve biodiversity, particularly within ecosystem habitats and flora and fauna both inside and outside its operational areas. This commitment is realized through programs carried out by its subsidiaries.

Entitas anak <i>Subsidiaries</i>	Kegiatan <i>Initiative</i>	Lokasi <i>Location</i>
PT Mitra Natura Raya	Pelepasliaran 4 ekor burung elang. <i>Release of 4 eagles.</i>	Bali
PT Dyandra Mitra Indah	Pelepasliaran Burung Air . <i>Release of water bird.</i> Pelepasliaran Ikan Tor. <i>Release of Tor fish.</i>	Teluk Jakarta
	Merenovasi bangunan Pusat Penyelamatan Satwa Tegal Alur. <i>Renovating the Tegal Alur Wildlife Rescue Centre.</i> Pendampingan kesehatan satwa. <i>Animal healthcare support.</i> Medical Check Up satwa. <i>Animal medical check-up.</i>	Tegal Alur, Jakarta
PT Nusa Dua Indonesia	Merawat beberapa pohon langka yaitu 2 pohon pule, 3 pohon juwet, 4 pohon sawo Bali, 1 pohon bekul. <i>Preserving several rare trees, namely 2 pule trees, 3 juwet trees, 4 Balinese sapodilla trees and 1 bekul tree.</i>	Bali



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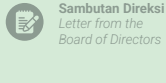




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Indeks Konten GRI

PT Dyandra Media International, Tbk melaporkan informasi yang dikutip dalam indeks konten GRI ini untuk periode 1 Januari 2025 - 31 Desember 2025 dengan merujuk kepada GRI Standard.

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PT Dyandra Media International, Tbk reports the information cited in this GRI content index for the period 1 January 2025 - 31 December 2025 with reference to the GRI Standard.

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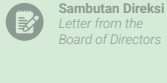
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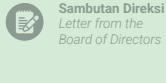
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Feedback Sheet

Laporan Keberlanjutan PT Dyandra Media International Tbk 2025 ini memberikan gambaran kinerja keberlanjutan Perseroan di tahun 2025.

This PT Dyandra Media International Tbk 2025 Sustainability Report provides an overview of the Company's sustainability performance in 2025.

Untuk penyempurnaan laporan ini di tahun mendatang, kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara.
For the improvement of this report in the coming year, we look forward to hearing your input, criticism and suggestions from you.

Laporan ini mudah dimengerti

This report is easy to understand

- tidak setuju / disagree
- netral / neutral
- setuju / agree

Laporan ini sudah menggambarkan informasi aspek material Perusahaan, baik dari sisi positif dan negatif.

This report has described the information on the material aspects of the Company, both from the positive and negative sides.

- tidak setuju / disagree
- netral / neutral
- setuju / agree

Topik material apa yang paling penting bagi anda: (nilai 1 = paling tidak penting s/d 4 = paling penting).

What material topics are most important to you: (score 1 = least important to 4 = most important)

- Kinerja Ekonomi / Economic Performance (1) (2) (3) (4)
- Kualitas Produk dan Layanan / Product and Service Quality (1) (2) (3) (4)
- Perlindungan Informasi Nasabah / Protection of Customer Information (1) (2) (3) (4)
- Dampak Ekonomi Tidak Langsung / Indirect Economic Impact (1) (2) (3) (4)
- Reputasi Perusahaan / Company reputation (1) (2) (3) (4)
- Pendidikan dan Pelatihan Karyawan / Education and training for Employee (1) (2) (3) (4)
- Keberagaman dan Kesempatan Kerja / Diversity and Job Opportunities (1) (2) (3) (4)
- Emisi / Emissions (1) (2) (3) (4)
- Komunitas Lokal / Local Community (1) (2) (3) (4)
- Antikorupsi / Anti Corruption (1) (2) (3) (4)
- Energi / Energy (1) (2) (3) (4)
- Praktik Pengadaan / Procurement Practices (1) (2) (3) (4)
- Ketenagakerjaan / Employment (1) (2) (3) (4)
- Limbah dan Efluen / Waste and Effluent (1) (2) (3) (4)



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Mohon berikan saran/usul/komentar Anda atas laporan ini. ^[GJK G.3]

Please provide your suggestions / suggestions / comments on this report

Profil Anda Your profile

Nama Lengkap
Full Name

Nama Lembaga/Perusahaan
Institution/Company Name

Email
Email

Telp/HP
Phone/Mobile

Golongan pemangku kepentingan Stakeholder groups



Investor
Investors



Nasabah
Customers



Komunitas Lokal
Local Community



Regulator
Regulator



Lainnya
Others

Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya ^[GJK G.3]

Terkait laporan keberlanjutan tahun 2025, kami tidak mendapatkan umpan balik. Namun demikian, Perseroan senantiasa tetap membuka diri terhadap masukan untuk kemajuan laporan ini.

Mohon kirimkan kembali lembar umpan balik kepada:

PT Dyandra Media International, Tbk

Gedung Dyandra Promosindo
Jl. Gelora 7 No. 15 Palmerah
Jakarta Pusat 10270
Telp : +62 21 3199 6077
Atau, kirim via email ke:
corsec@dyandramedia.com

Responses to the Preceding Year's Report Feedback ^[GJK G.3]

Regarding the 2025 sustainability report, we did not receive any feedback. However, the Company remains open to input for its progress report.

Please return the feedback sheet to:

PT Dyandra Media International, Tbk

Gedung Dyandra Promosindo
Jl. Gelora 7 No. 15 Palmerah
Jakarta Pusat 10270
Phone : +62 21 3199 6077
Or, send via email to:
corsec@dyandramedia.com

SUNSET DI KEBUN





Dokumen Laporan Keberlanjutan ini dikembangkan oleh team Greeners.co yang terafiliasi dengan PT Dyandra Media International Tbk.

This Sustainability Report document was developed by the Greeners.co team which is affiliated with PT Dyandra Media International Tbk.



Tentang Greeners.co **About Greeners.co**

Greeners.Co adalah unit bisnis utama PT Nawala Sakra Asia. Hadir kepada publik dalam bentuk penerbitan media digital yang memiliki fokus pemberitaan permasalahan lingkungan hidup dan gaya hidup ramah lingkungan sejak tahun 2005.

Greeners.Co is the primary business unit of PT Nawala Sakra Asia. It is publicly presented in the form of digital media publication, focusing on environmental issues and eco-friendly lifestyles since 2005.

Dyandra&co.

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