Go To English Page

Nomor Surat	067-/DVL/LCA/IV/26
Nama Perusahaan	Darya-Varia Laboratoria Tbk
Kode Emiten	DVLA
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 28 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.darya-varia.com pada tanggal 30 April 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	4.169
Emisi langsung dari pembakaran bergerak	0
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	4.169

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	21.148
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	21.148
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	25.317
Total Emisi GRK (Scope 1, 2 and 3)	25.317
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0,00002
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	24.308.344
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	24.308.344
E-04	**Konsumsi Air**	Total konsumsi air (m3)	83.710
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	752,1

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perusahaan saat ini belum menetapkan komitmen untuk mencapai emisi neto nol karbon. Akan tetapi, Perusahaan telah menetapkan reduksi emisi karbon hingga 30% dari nilai tahun dasar (2020) untuk dicapai pada tahun 2030	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	30 %
	5.670 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Tidak

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Perusahaan telah menetapkan reduksi emisi karbon hingga 30% dari nilai tahun dasar (2020) untuk dicapai pada tahun 2030. Program efisiensi energi yang telah dilakukan di 2025 meliputi peningkatan sistem chiller dengan pengaturan kecepatan dinamis, pemasangan sensor gerak untuk sistem pencahayaan dan ventilasi, serta pemasangan panel surya.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	832	47,27 %	402	22,84 %
Mid-level	278	15,8 %	187	10,62 %
Senior-level	34	1,93 %	22	1,25 %
Executive-level	3	0,17 %	2	0,11 %
Total Pegawai	1.147	65,17 %	613	34,83 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	144	126	4	10	0	0	0	0	284
25-35	423	181	128	99	1	1	0	0	833
35-45	157	25	72	51	9	12	0	2	328
45-55	108	70	74	27	24	8	2	0	313
>55	0	0	0	0	0	1	1	0	2

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	290 Pegawai	16,4 %
Jumlah Pegawai Baru/pengganti	362 Pegawai	20,5 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	433 Pegawai	24,5 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
66 jam/pegawai	1.760	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing, Bab 2, poin C	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perusahaan memiliki dan menjalankan kebijakan yang mengatur bagaimana Perseroan memelihara dan menjunjung tinggi hak asasi dari setiap pihak yang berinteraksi dengan Perseroan dipelihara dan dijunjung tinggi. https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
https://drive.google.com/file/d/19KHrkHSROESAoW084K2k-qXhSLra3Q9i/view?usp=sharing kebijakan K3- Pabrik DVL Citeureup	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Untuk link ke dokumen yang mendukung, silakan pasang URL nya di kotak jawabannya. Desa Kelurahan Sehat https://www.darya-varia.com/en/read/darya-varia-launched-2025-kelurahan-sehat-program Stunting prevention https://www.darya-varia.com/en/read/csr-program-gen-sehat-nutrition-and-healthy-lifestyle-education-for-adolescents; Halalprenuer https://www.darya-varia.com/en/news/events	

DStar https://www.darya-varia.com/en/read/d-stars-2025-empowering-women-researchers-to-innovate-in-health

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	5	1	3
Direksi	0	5	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	22	90 %
Jumlah kehadiran komisaris ke rapat dewan	13	70 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Sebagai perusahaan terbuka yang beroperasi di Indonesia, Perusahaan menganut azas-azas yang dicantumkan dalam UU PT No. 40/2007, yang mewajibkan adanya pemisahan antara Chairman of the Board dalam hal ini Komisaris Utama dan CEO dalam hal ini Direktur Utama dan ketentuan mengenai Direksi dan Dewan Komisaris juga tunduk pada POJK 33/2014. https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Diatur dalam Piagam Dewan Komisaris dan Piagam Direksi https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan memiliki dan menjalankan kode etik dan kebijakan anti-korupsi yang berlaku untuk seluruh karyawan dan manajemen serta pihak eksternal yang berinteraksi dengan Perusahaan. Kebijakan tersebut disosialisasikan secara rutin dan diterapkan melalui sejumlah mekanisme, termasuk audit internal dan sistem pelaporan pelanggaran. https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Tidak
Tidak	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Diatur dalam Kode Etik Perusahaan https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	131
	E-02	Intensitas Emisi Gas Rumah Kaca	132
	E-03	Konsumsi Energi Listrik	132
	E-04	Konsumsi Air	134
	E-05	Limbah yang Dihasilkan	136
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	0
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	30
Sosial	S-01	Kesetaraan Gender	41
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	41
	S-03	Tingkat Pergantian Pegawai	141
	S-04	Jumlah Pegawai Sementara	0
	S-05	Pelatihan dan Pengembangan Pegawai	145
	S-06	Jumlah Kecelakaan Kerja	145
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	142
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	141
	S-09	Kebijakan Mengenai Hak Asasi Manusia	141
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	141
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	143
	S-12	Pencegahan Konflik Kepentingan	146

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	34
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	84
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	0
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	111
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	85
	G-06	Kriteria Khusus Pemilihan Dewan	0
	G-07	Kode Etik dan/atau Anti-Korupsi	106
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	0
	G-09	Pencegahan Konflik Kepentingan	83

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

Darya-Varia Laboratoria Tbk

Widya Olivia Tobing

Corporate Secretary

Darya-Varia Laboratoria Tbk

South Quarter, Tower C, 18th-19th Floor

Telepon : 021 227 68000, Fax : 021 227 68016, http://www.darya-varia.com

Nama Pengirim	Widya Olivia Tobing
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 20:26
Lampiran	1. 067-Surat Pengantar LT 2025.pdf
	2. DVLA-AR SR 2025.pdf

Dokumen ini merupakan dokumen resmi Darya-Varia Laboratoria Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Darya-Varia Laboratoria Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	067-/DVL/LCA/IV/26
Issuer Name	Darya-Varia Laboratoria Tbk
Issuer Code	DVLA
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 28 Mei 2026

The information referred above has been published on the Company's website www.darya-varia.com at 30 April 2026

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	4.169
Direct emissions from mobile combustion	0
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	4.169
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	21.148
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	21.148
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	25.317
Total GHG Emissions (Scope 1, 2 and 3)	25.317
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0,00002
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	24.308.344
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	24.308.344
E-04	**Water Consumption**	Total water consumed (m3)	83.710
E-05	**Waste Generation**	Total waste generated (ton)	752,1

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
he Company has not set any commitments towards achieving net zero emissions. However, the Company has committed itself to reducing its carbon emissions by 30% from its baseline value (from year 2020) to be achieved by 2030.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	30 %
	5.670 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

Does the Listed Company has measures on monitoring in enacting climate policy?

No

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The Company has committed itself to reducing its carbon emissions by 30% from its baseline value (from year 2020) to be achieved by 2030. Energy efficiency measures that were implemented in 2025 include chiller system upgrade that allows dynamic speed adjustment, installation of motion sensors for lighting and exhaust systems, as well as installation of solar panels.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	832	47,27 %	402	22,84 %
Mid-level	278	15,8 %	187	10,62 %
Senior-level	34	1,93 %	22	1,25 %
Executive-level	3	0,17 %	2	0,11 %
Total Pegawai	1.147	65,17 %	613	34,83 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	144	126	4	10	0	0	0	0	284
25-35	423	181	128	99	1	1	0	0	833
35-45	157	25	72	27	9	12	0	2	328
45-55	108	70	74	27	24	8	2	0	313
>55	0	0	0	0	0	1	1	0	2

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	290 Employees	16,4 %
Number of newly appointed Employees	362 Employees	20,5 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	433 Employees	24,5 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
66 hours/employee	1.760	100 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing Bab 2, poin C	
S-09 Does the company has a policy regarding human rights?	Yes
The Company maintains and implements a policy that governs how the Company preserves and upholds the rights of every party that interacts with the Company https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing relate with point 6	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
https://drive.google.com/file/d/1cysLiyAxnsKN0Jx6BagQdF3hUqRc3Ydo/view?usp=sharing relate with point 9	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
https://drive.google.com/file/d/19KHrkHSROESAoW084K2k-qXhSLra3Q9i/view?usp=sharing kebijakan K3- Pabrik DVL Gunung Putri	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
untuk link ke dokumen yang mendukung, silakan pasang URL nya di kotak jawabannya. Desa Kelurahan Sehat https://www.darya-varia.com/en/read/darya-varia-launched-2025-kelurahan-sehat-program Stunting prevention https://www.darya-varia.com/en/read/csr-program-gen-sehat-nutrition-and-healthy-lifestyle-education-for-adolescents; Halalprenuer https://www.darya-varia.com/en/news/events DStar https://www.darya-varia.com/en/read/d-stars-2025-empowering-women-researchers-to-innovate-in-health	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	5	1	3
Directors	0	5	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	22	90 %
Comissioner Attendance to Board Meetings	13	70 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
As a public company operating in Indonesia the Company adheres to the principles stipulated in the UU PT No. 40 2007 Limited Liability Company Law which governs the clear separation of the Chairman of the Board in the Company context the President Commissioner and the CEO the President Director and provision related to Board of Directors and Board of Commissioners are also subject to POJK 33 2014 https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-04 Does the company has a policy regarding board appraisal?	Yes
Regulated under Board of Commissioners Charter and Board of Directors Charter. https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-05 Does the company has a policy regarding board training and development?	Yes
https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company maintains and implements a code of conduct and an anti-corruption policy that apply equally to all of its employees and management as well as any external party that interacts with the Company. These policies are disseminated regularly and implemented through several mechanisms, including internal audit and the whistleblowing system https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	No

None	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
Regulated under the Company Code of Ethic https://drive.google.com/drive/folders/14e9q4vFrJWr0bcm-rBz0kwxKc7BpRc5u?usp=drive_link.	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	131
	E-02	Greenhouse Gas Emission Intensity	132
	E-03	Electricity Consumption	132
	E-04	Water Consumption	134
	E-05	Waste Generated	136
	E-06	Company Commitment to Achieving Net Zero Emission Target	0
	E-07	Company Commitment to Reduce Emission	30
Social	S-01	Gender Equality	41
	S-02	Employees by Gender and Age Group	41
	S-03	Employee Turnover Rate	141
	S-04	Number of Temporary Officers	0
	S-05	Employee Training and Development	145
	S-06	Number of Work Accidents	145
	S-07	Human Rights Violation Incidents	142
	S-08	Sexual Harassment and/or Non-Discrimination Policy	141
	S-09	Policy on Human Rights	141
	S-10	Child Labor and/or Forced Labor Policy	141
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	143
	S-12	Corporate Social Responsibility	146

Governance	G-01	Management Diversity and Independence	34
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	84
	G-03	Chairman of the Board and CEO Separation Policy	0
	G-04	Board of Directors and Commissioners Assessment Policy	111
	G-05	Board of Directors and Commissioners Training Policy	85
	G-06	Special Criteria for Election of the Board	0
	G-07	Code of Ethics and/or Anti-Corruption	106
	G-08	Fair Treatment Policy for Shareholders	0
	G-09	Conflict of Interest Prevention Policy	83

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

Darya-Varia Laboratoria Tbk

Widya Olivia Tobing

Corporate Secretary

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Sender Name	Widya Olivia Tobing
Function	Corporate Secretary
Date and Time	30-04-2026 20:26
Attachment	1. 067-Surat Pengantar LT 2025.pdf
	2. DVLA-AR SR 2025.pdf

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