



**Kebijakan Keberagaman
Dewan Komisaris dan Direksi**

PT Cisarua Mountain Dairy Tbk (“Perseroan”) memiliki kebijakan keberagaman Dewan Komisaris dan Direksi. Penentuan komposisi Dewan Komisaris dan Direksi Perseroan dilakukan berdasarkan pertimbangan keahlian, kompetensi, pengetahuan, latar belakang pendidikan, pengalaman kerja, yang dibutuhkan dalam pelaksanaan tugas dan wewenang masing-masing anggota Dewan Komisaris dan Direksi untuk mencapai tujuan Perseroan.

**Diversity Policy for the Board of Commissioners
and the Board of Directors**

PT Cisarua Mountain Dairy Tbk (the “Company”) has a diversity policy for the Board of Commissioners and the Board of Directors. The determination of the composition of the Board of Commissioners and the Board of Directors of the Company is carried out based on considerations of expertise, competence, knowledge, educational background, work experience, which are needed in carrying out the duties and authorities of each member of the Board of Commissioners and Board of Directors to achieve the Company's goals.