



dstelecom

WORK-LIFE BALANCE MANAGEMENT POLICY

Revision 01 | 01.09.2025

WORK-LIFE BALANCE MANAGEMENT POLICY

Introduction

dstelecom recognizes the importance of and assumes its commitment to the System for the Management of the Work-life balance, with the aim of promoting better working conditions and the adoption of favorable and structured policies, materializing in a system the balance between the three spheres of life (professional, family and personal). This policy aligns with the strategic guidelines for valuing employees in order to guarantee their personal and professional development, satisfaction, engagement, motivation and quality of life.

The policies of our Work-life Balance Management System reflect our vision, mission, and values, and are based on 9 guiding objectives:





GUIDING OBJECTIVES

01

Contribute to changing the organizational culture, improving its performance and reputation.

02

Ensure fair treatment, regardless of gender, family responsibilities, or personal situation.

03

Identify and address the needs and expectations of employees, as well as their families.

04

Involve leaders and managers in promoting an organizational culture that values the work-life balance.



GUIDING OBJECTIVES

05

Create a positive organizational well-being climate where personal and family needs are dealt with confidentiality and empathy, and improve it continuously.

08

Ensure monitoring and improvement of the work-life balance management system.

06

Promote well-being and employee development programs, and leverage training as a tool for improvement and balance.

09

Promote a transparent and efficient internal and external communication process, as well as the consultation and participation of all employees, with the objective of involving them and informing all stakeholders.

07

Ensure compliance with legal requirements and standards applicable to the business and to the work-life balance management system.

This policy was approved by the CEO and is mandatory as of September 1, 2025.