

Diversity, Equity and Inclusion Policy

PT Tower Bersama Infrastructure Tbk

PT Tower Bersama Infrastructure Tbk (“**TBIG**”) holds stringent dedications and commitment to operating ethically and responsibly, continuously and sustainably providing values to all Stakeholders. Hence, we are dedicated to integrating Diversity, Equity, and Inclusion (“**DEI**”) into every aspect of our work processes.

The implementation of DEI in every work process focuses on the following aspects:

Gender

To apply recruitment and selection processes for new employees without gender limitations, ensuring equality in the organizational structure, and eliminating gender-based discrimination in the provision of benefits, compensation, and other supports.

Age

Do not employ underage children but rather workers within age limitations stipulated by applicable laws in Indonesia.

Ethnicity, Religion, Race, and Inter-group

Do not discriminate in all processes related to employment, provide facilities for worship according to the diverse religions practiced by employees, and ensure freedom for employees to practice their beliefs.

Local Employment

Support the recruitment of local employment where regulated by local laws and regulations.

Minorities

Ensure an inclusive working environment for all employees.

Leadership

Equip and ensure that every leader at TBIG can promote an inclusive and healthy work culture.

Culture

Organize the TBIG Leadership Development Program (TLDP) as a platform to connect young talents with new competencies with experienced employees and experts in their respective fields at TBIG.

Understanding

Ensure that every employee and stakeholder understand all policies at TBIG by organizing various programs that support target achievement, conducting knowledge sharing, measuring understanding, and implementing various follow-up actions through creative media to enhance comprehension.

Rights

Ensure that every employee can exercise their rights both as an Employee and as an individual by providing the freedom to express their opinions on politics and to celebrate religious, cultural, and national days.

Working Hours

Do not employ forced labor and provide flexible working hours for employees within the established time range so that each employee can make adjustments to their needs while still considering performance results.

Work Environment

Create a safe and healthy work environment for employees by making adjustments based on applicable management standards, such as conducting assessments of the office's environment and providing evacuation facilities, a pantry, nursing room, fun area, and learning center, among others.

Approved by the Board of Directors on and effective from 28 December 2023