

Whistleblowing System Policy

2025 Edition



WHISTLEBLOWING SYSTEM POLICY
PT RADIANT UTAMA INTERINSCO Tbk
NO. SKB/005/RUI/II/2025

PT Radiant Utama Interinsco Tbk (“Company”) has established a Whistleblowing System Policy as an early warning mechanism to prevent misconduct and fraud, while also reinforcing the implementation of good corporate governance practices. The Company is committed to enhancing individual compliance within its business environment with applicable regulations and ethical standards, thereby ensuring optimal business operations. Through this policy, the Company is committed to:

1. Reviving, responding to, and following up on all reports of violations, whether submitted anonymously or otherwise, from both Internal and External Parties.
2. Allowing reports of violations to be submitted by any individual through designated channels and mechanisms, in accordance with the Company’s whistleblowing manual and/or procedures.
3. Conducting examinations and appropriate follow ups on the reported violations in an objective, professional, and confidential manner.
4. Ensuring the confidentiality of the whistleblower’s identity as well as those associated with the reported violation.
5. Guaranteeing protection for the whistleblower and any related parties from any form of threats, intimidation, or unfavorable treatment from any party.
6. Safeguarding the identity of the whistleblower, provided that the whistleblower maintains the confidentiality of the disclosed violation in any form, manner, or condition, and the matter has not become public knowledge, whether prior to or after the disclosure.
7. Imposing sanctions on any reported individual proven to have committed a violation, in accordance with Company regulations and prevailing laws and regulations.
8. Imposing sanctions on any Party who misuses the whistleblowing system by submitting defamatory or false reports.
9. Providing accessible reporting channels and mechanisms to all Stakeholders via Company’s website at www.radiant.co.id under the “Governance” menu, sub-menu “Whistleblowing”.

The Whistleblowing System Policy applies to all individuals at every level within PT Radiant Utama Interinsco Tbk, including but not limited to its subsidiaries and affiliated entities operating in any region where the Company conducts business. The Company will also periodically review all policies, including the Whistleblowing System Policy and its reporting mechanisms to ensure the effective implementation.