

Anti-Bribery and Corruption Policy

2025 Edition



ANTI-BRIBERY AND CORRUPTION POLICY
PT RADIANT UTAMA INTERINSKO Tbk
NO. SKB/004/RUI/II/2025

PT Radiant Utama Interinsco Tbk (“Company”) is committed to conducting its business operations in compliance with the laws, regulations, and principles of good corporate governance. This commitment aligns with the Company’s core values, which emphasize integrity and adherence to prevailing ethical standards. Through this policy, the Company aims to foster awareness among all Stakeholders of the importance of conducting business free from bribery and corruption. The Company strives to cultivate a culture of anti-bribery and corruption within the workplace and commits to the following:

1. Upholding ethics, legal norms, morality, and integrity in all professional business relationships.
2. Refraining from offering and/or providing bribes to External Parties, such as Government, Agencies, Regulators, Clients, Customers, Suppliers/Vendors, or other Stakeholders.
3. Prohibiting the embezzlement and/or falsification of valuable instruments and other similar activities.
4. Avoiding offering, promising and/or granting of benefits that violate business ethics, recipient organization policies, applicable laws, or regulations.
5. Refraining from offering, promising, and/or receiving gifts, bonuses, benefits, reimbursements, and entertainment in any form or to from third parties.
6. Complying with the Law’s provisions that define violations of those provisions as acts of bribery and corruption.
7. Prohibiting the misuse of authority, opportunity or resources derived due to their position or status.
8. Forbidding all practices associated with terrorism and money laundering.
9. Ensuring that all sponsorships and/or donations involving External Parties, including Government, Agencies, Regulators, Clients, Customers, Vendors, or other Stakeholders are conducted solely in the interest of the Company and do not create conflict of interest.
10. Ensuring that all interactions with the Government entities, Regulators, and Public Officials serve the interests of the Company, with all information provided being complete and accurate.
11. Prohibiting any actions deemed improper, unreasonable, unethical, or in violation of applicable laws or regulations when dealing with Government or Public Officials.
12. Requiring all individuals working for the Company to ensure that their personal activities and interests do not conflict with or compromise their responsibilities to the Company.
13. Recognizing that the prevention, detection, and reporting of any attempted or actual bribery and corruption are the responsibility of every individual within the Company.
14. Reporting any activities or actions suspected to involve extortion, fraud, bribery or corruption through the Company’s established whistleblowing channels.
15. Imposing disciplinary actions, including but not limited to termination of employment or legal sanctions, on any employee found in violation of this policy, in accordance with Company policies and applicable laws.

The Anti-Bribery and Corruption Policy is applicable to all employees at all levels of PT Radiant Utama Interinsco Tbk, including but not limited to subsidiaries and affiliates operating within the jurisdictions where the Company conduct business. The Company will also regularly review all policies, including this Anti-Bribery and Corruption Policy and its reporting mechanisms to ensure effective implementation.

Jakarta, 28 February 2025



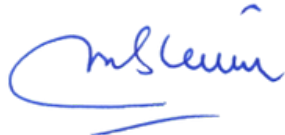
Amira Ganis
President Commissioner



Aby Abdullah Ganis
President Director



Winarno Zain
Commissioner



Muhammad Hamid
Commissioner



Bibin Busono
Director



Soeharto Nurcahyono
Director

