

Code of Conduct

2025 Edition



CODE OF CONDUCT
PT RADIANT UTAMA INTERINSCO Tbk
NO. SKB/003/RUI/II/2025

PT Radiant Utama Interinsco Tbk (“Company”) has established Code of Conduct to serve as a guideline for ethical behavior and interactions with both Internal and External Parties. This initiative is part of the Company’s ongoing effort to enhance the implementation of good corporate governance and ensure compliance with applicable laws and regulations. Through this policy, the Company seeks to instill cultural values in the workplace and is committed to the following principles:

1. All decisions and actions must align with business ethics standards, Company policies, and applicable legal and regulatory provisions.
2. The Company prioritizes employee safety, health, and workplace environment in accordance with established standards.
3. The employment of underage workers is strictly prohibited, in line with applicable labor laws.
4. Any form of harassment or intimidation, whether verbal or physical and in violation of the law will be dealt with firmly and will not be tolerated under any circumstances.
5. The Company promotes mutual respect and the upholding of human rights and prohibits any form of discrimination.
6. Individuals are expected to act with integrity, not abuse the authority granted by their positions and fulfill their duties and responsibilities in a professional manner.
7. Personal interests that may give rise to conflicts must be avoided. Any actual or potential conflict of interest must be disclosed or reported through the Company’s designated whistleblowing channels.
8. All employees must perform their duties professionally and must not be under the influence of, or consume alcohol, illegal drugs, or other addictive substances.
9. The Company will act decisively against any form of illegal practices, monopolistic behavior, or unfair business competition that violates applicable laws.
10. Equal and fair treatment must be extended to all Business Partners, Suppliers, Customers, and other Stakeholders, in accordance with Company policies and procedures.
11. Complete, accurate and non-misleading information and documentation must be provided to regulators and relevant authorities when required for audit or review purposes.
12. Any transaction involving the offering, promising, and/or acceptance of gifts, bonuses, entertainments, and/or benefits from or to Third Parties that is unlawful or unethical and may lead to a conflict of interest must be avoided.
13. Employees found in violation of this business ethics standard will be subject to disciplinary measures in accordance with Company rules and applicable laws.
14. The Company does not permit any form of direct or indirect contributions or payments to Political Parties, Political Committees, or Politicians.
15. All employees are expected to maintain openness and transparency regarding the Company’s business activities and performance to foster Stakeholder’s trust.
16. Each individual working for the Company is an integral part of the broader community and is expected to uphold social values and contribute to environmental cleanliness and sustainability in the areas where the Company operates.
17. Cooperation with Third Parties must be conducted in accordance with the principles of good corporate governance, business ethics, Company policies and procedures, and applicable laws and regulations.
18. All communication with Colleagues and Stakeholders must be conducted with courtesy, professionalism, dignity and in accordance with ethical standards.

The Code of Conduct applies to all individuals at every level within PT Radiant Utama Interinsco Tbk, including but not limited to its subsidiaries and affiliated entities operation in all locations where the Company conducts business. The Company will regularly review this and other policies to ensure effective implementation.

Jakarta, 28 February 2025



Amira Ganis
President Commissioner



Aby Abdullah Ganis
President Director



Winarno Zain
Commissioner



Muhammad Hamid
Commissioner



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Director



Soeharto Nurcahyono
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