

Sustainability Policy

2025 Edition



SUSTAINABILITY POLICY
PT RADIANT UTAMA INTERINSKO Tbk
NO. SKB/007/RUI/VIII/2025

PT Radiant Utama Interinsco Tbk (“Company”) is committed to conducting its business operations sustainably by maintaining a balance between economic growth, environmental preservation, and social welfare. The Company recognizes that sustainability is an integral component of its business strategy in navigating global challenges. The following outlines the Company’s Sustainability Policy, structured around 5 key pillars in accordance with the Environmental, Social and Governance (ESG) framework:

1. Environmentally Responsible Operations

- a. Identify ESG-related risks, including both physical and transitional climate change risks, and implement preventive measures.
- b. Promote energy efficiency and transition to renewable energy sources.
- c. Apply the 3R principles (Reduce, Reuse, Recycle) in waste management practices.
- d. Implement water-saving initiatives and promote the use of recycled water.
- e. Maintaining environmental management in accordance with international standards (ISO 14001)
- f. Establish a sustainable supply chain system.
- g. Support and encourage the adoption of circular economy principles.
- h. Measure, record, and report greenhouse gas (GHG) emissions, along with mitigation efforts.
- i. Implement carbon offset initiatives to compensate for unavoidable carbon emissions

2. Inclusive and Sustainable Business

- a. Develop environmentally friendly products and services to support the transition toward a green and low-carbon economy.
- b. Foster social innovation and collaborate with external Stakeholders.
- c. Implement quality management systems in line with international standards (ISO 9001).
- d. Encourage investment initiatives aligned with sustainability and low-carbon goals.

3. Fair and Safe Work Environment

- a. Foster an inclusive workplace that embraces diversity.
- b. Design and deliver training and development programs on sustainability-related topics for employees, the Board of Directors and the Board of Commissioners.
- c. Promote employee well-being through fair compensation, healthcare services, and accessible grievance channels.
- d. Prohibit child labor, establishing 21 years as the minimum employment age, and oppose all forms of modern slavery and forced labor across the Company.
- e. Integrate human rights considerations in supplier and/or vendor selection and performance evaluations.
- f. Manage occupational health and safety in accordance with international standards (ISO 45001).
- g. Implement workforce transition planning for employees approaching retirement.

4. Standing with Communities

- a. Prioritize the hiring of local labor.
- b. Respect the culture, customs, and values of local communities.
- c. Implement social and environmental responsibility programs in line with national and international guidelines.

5. Governance

- a. Adopt Good Corporate Governance principles as outlined in the Indonesian Code of Corporate Governance, the ASEAN Corporate Governance Scorecard (ACGS), and other applicable guidelines for publicly listed companies.
- c. Promote anti-bribery and anti-corruption awareness among employees and business partners to prevent and combat such practices.
- d. Implement a whistleblowing system to foster a transparent, accountable, and ethical work environment.
- e. Establish an organizational structure with clearly defined roles and responsibilities to manage sustainability performance.
- f. Utilize reliable information systems to measure, evaluate, and report sustainability performance. Disclose and communicate sustainability performance in compliance with applicable Indonesian reporting regulations and recognized international standards.

This Sustainability Policy serves as a general guideline for planning, executing, and evaluating all business activities through an environmental, social, and governance lens. It aims to ensure that all Stakeholders understand and support the Company's sustainability direction.

This Policy applies to all individuals at every level within PT Radiant Utama Interinsco Tbk, including subsidiaries and affiliated entities operating in regions where the Company is present. The Company will periodically review all applicable policies, including this Sustainability Policy, to ensure effective implementation.

