

Change to Adapt Innovate to Elevate





Change to Adapt Innovate to Elevate

Kami menekankan pada dua elemen kunci. Pertama, keterbukaan dan kemampuan Perusahaan untuk beradaptasi terhadap perubahan lingkungan, baik itu perubahan dalam pasar, regulasi, atau tantangan lainnya. Hal ini ditunjukkan dengan diaktifikannya kembali Unit Bisnis New & Renewable Energy serta pembentukan Departemen Solar Energy dibawahnya dalam melanjutkan bisnis Panel Surya untuk menjawab kebutuhan pasar terkait penggunaan energi terbarukan.

Kedua, perusahaan menekankan pentingnya inovasi sebagai inisiator utama untuk meningkatkan kinerja dan mencapai tujuan keberlanjutan yang nyata. Tema ini mencerminkan strategi perusahaan dalam menjawab dinamika pasar seraya terus meningkatkan dampak positifnya pada berbagai aspek keberlanjutan.

We place significant emphasis on two fundamental components. First of all, the organization's transparency and capacity to adapt to evolving circumstances—whether it's because of regulatory modifications, market shifts, or other obstacles—are exemplified through the reactivation of the New & Renewable Energy Business Unit and the subsequent formation of the Solar Energy Department, which ensures the continuation of the solar panel enterprise in response to market demands pertaining to the utilization of renewable energy.

Furthermore, the organization places significant emphasis on the role of innovation as a primary catalyst in enhancing operations and attaining more ambitious sustainability objectives. The theme embodies the organization's approach to adapting to market fluctuations while perpetually augmenting its beneficial influence on diverse facets of sustainability.







PENDAHULUAN

PREFACE



Daftar Isi

Table Of Contents

- 02 CHANGE TO ADAPT, INNOVATE TO ELEVATE.
CHANGE TO ADAPT, INNOVATE TO ELEVATE.
- 06 DAFTAR ISI
TABLE OF CONTENTS
- 08 VISI, MISI, DAN NILAI PERUSAHAAN
COMPANY VISSION, MISSION, AND VALUE
- 10 STRATEGI KEBERLANJUTAN
SUSTAINABILITY STRATEGY
- 10 Pilar Keberlanjutan
Sustainability Pillars
- 11 Membangun Budaya Keberlanjutan
Building a Sustainable Culture
- 12 LEMBAR PERNYATAAN DEWAN KOMISARIS DAN
DIREKSI TENTANG TANGGUNG JAWAB ATAS
LAPORAN KEBERLANJUTAN 2023 PT RADIANT
UTAMA INTERINSCO TBK
STATEMENT OF THE BOARD OF DIRECTORS' AND
BOARD OF COMMISSIONERS' RESPONSIBILITY
ON THE SUSTAINABILITY REPORT 2023 OF PT
RADIANT UTAMA INTERINSCO TBK
- 13 PENGHARGAAN DAN APRESIASI EKSTERNAL
AWARDS AND EXTERNAL APPRECIATION

IKHTISAR KINERJA KEBERLANJUTAN SUSTAINABILITY HIGHLIGHTS

- 16 Kinerja Ekonomi
Economic Performance
- 16 Kinerja Sosial
Social Performance
- 17 Kinerja Lingkungan
Environmental Performance



RADIANT DAN KEBERLANJUTAN

RADIANT AND SUSTAINABILITY

- 22 Pasar yang Dilayani
Market Served
- 24 Perubahan Signifikan Pada Organisasi
Significant Changes in The Organization
- 25 Skala Usaha
Business Scale
- 26 Kepemilikan Saham dan Status Badan Hukum
Share Ownership and Legal Entity Status
- 27 Keanggotaan Asosiasi
Association Membership



SAMBUTAN DIREKSI

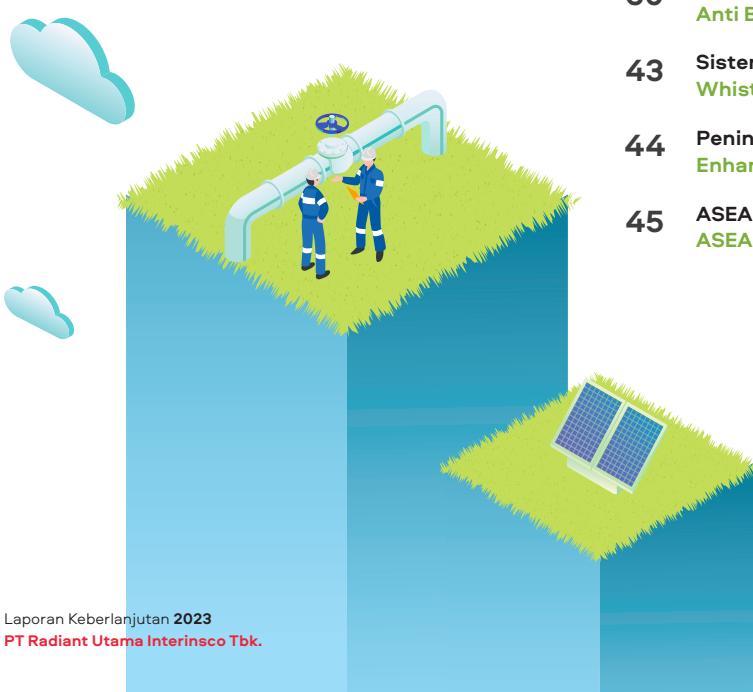
MESSAGE FROM THE BOARD OF THE DIRECTORS



RISIKO DAN TATA KELOLA

RISK AND GOVERNANCE

- 36 Manajemen Risiko
Risk Management
- 37 Tantangan & Peluang Terhadap Keberlanjutan
Challenges & Opportunities for Sustainability
- 37 Tata Kelola Keberlanjutan
Sustainable Governance
- 39 Kode Etik
Code of Conduct
- 39 Anti Suap dan Korupsi
Anti Bribery and Corruption
- 43 Sistem Pengaduan Pelanggaran
Whistleblowing System
- 44 Peningkatan Kompetensi Keberlanjutan
Enhancing Sustainability Competences
- 45 ASEAN Corporate Governance Scorecard
ASEAN Corporate Governance Scorecard





MENGHORMATI HAK ASASI MANUSIA RESPECT FOR HUMAN RIGHTS

05

- 48** HAM di Lingkungan Perusahaan
Human Rights in the Context of Business
- 48** Profil Karyawan
Employee Profile
- 56** Pekerja Alih Daya
Outsource Workers
- 56** Rekrutmen dan Perputaran Karyawan
Recruitment and Turnover
- 61** Keberagaman dan Inklusivitas
Diversity and Inclusivity
- 61** Pelatihan dan Pengembangan Karyawan
Employee's Training and Development
- 63** Program Pensiu
Retirement Program
- 63** Keselamatan dan Kesehatan Kerja (K3)
Occupational Health and Safety (OHS)
- 68** Peningkatan Kesejahteraan Karyawan
Enhancement of Employee Welfare

BISNIS YANG INKLUSIF DAN BERKELANJUTAN INCLUSIVE AND SUSTAINABLE BUSINESS

06

- 75** Survei Kepuasan Pelanggan
Customer Satisfaction Survey
- 77** Rantai Nilai dan Hubungan Bisnis
Value Chain and Business Relationship
- 79** Nilai Ekonomi
Economic Value

PRAKTIK OPERASI RAMAH LINGKUNGAN GREEN OPERATIONS PRACTICES

07

- 82** Manajemen Energi
Energy Management
- 84** Mengurangi Jejak Karbon
Reducing the Carbon Footprint
- 86** Pemakaian Air
Water Consumption
- 86** Menjaga Lingkungan, Mengelola Limbah
Preserving the Environment, Managing the Waste
- 88** Biaya Lingkungan Hidup
Environmental Costs

MEMBINA KOMUNITAS LOKAL NURTURING THE COMMUNITIES

08

- 92** Tanggung Jawab Sosial dan Lingkungan (TJSL)
Corporate Social Responsibility (CSR)

TENTANG LAPORAN KEBERLANJUTAN ABOUT SUSTAINABILITY REPORT

09

- 98** Profil Laporan
Report Profile
- 101** Tanggapan Umpan Balik Laporan Tahun
Sebelumnya
Response to Previous Year's Report Feedback
- 101** Topik Material dan Batasannya
Material Topics and Impact Boundaries
- 106** Pelibatan Pemangku Kepentingan
Stakeholder Engagement

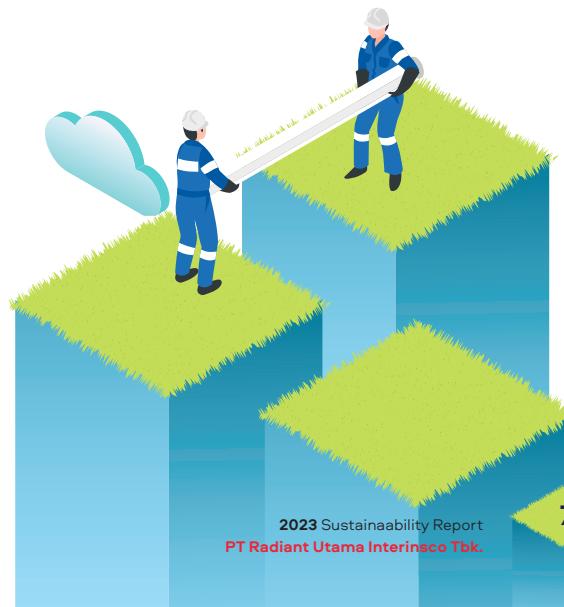
LAMPIRAN APPENDIX

10

- 110** Indeks POJK – 51/2017
POJK – 51/2017 Index
- 114** Indeks Isi GRI
Gri Content Index

LEMBAR UMPAN BALIK FEEDBACK FORM

11





Visi, Misi, dan Nilai Perusahaan

Vision, Mission, and Values of The Company

[C.1]





Nilai

Value

Teamwork

Teamwork

Selalu bekerjasama
Always willing to
cooperate

Reliable

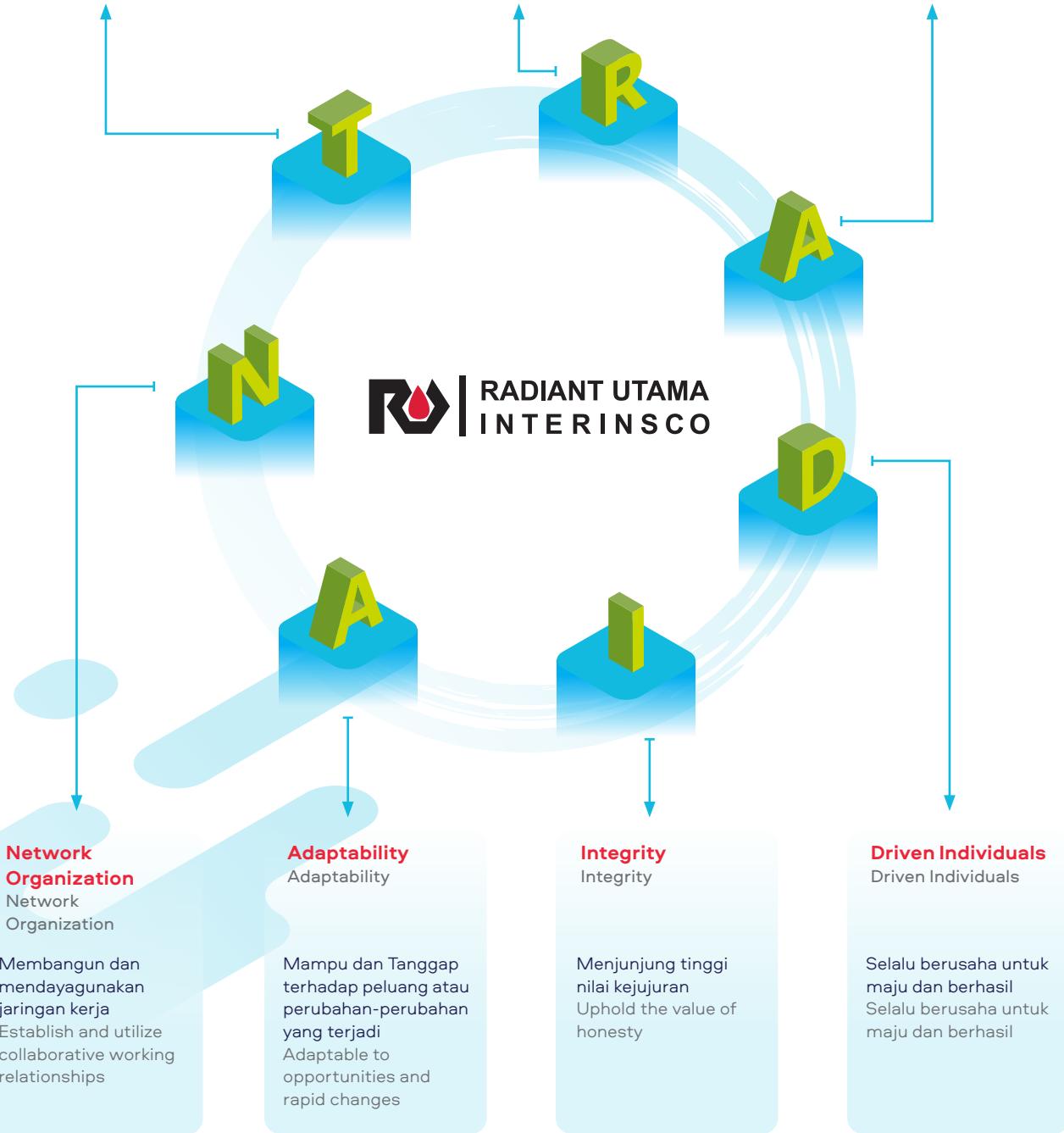
Reliable

Terpercaya dan
dapat diandalkan
Trustworthy and
dependable

Achievers of High Performance

Achievers of High
Performance

Berprestasi tinggi
High achievers





Strategi Keberlanjutan

Sustainability Strategy

[2-22] [2-23] [2-24] [A.1]

Kami memperkuat komitmen terhadap keberlanjutan dengan memiliki kebijakan keberlanjutan yang terintegrasi dengan strategi utama perusahaan. Dengan mengintegrasikan prinsip-prinsip keberlanjutan dalam strategi utama, kami berusaha untuk mencapai keseimbangan antara pertumbuhan ekonomi, perlindungan lingkungan, dan tanggung jawab sosial.

Our commitment to sustainability is strengthened by the integration of our sustainability policy into our fundamental corporate strategy. We aim for a harmonious coexistence of economic growth, environmental preservation, and social responsibility by incorporating sustainability principles into our fundamental approach.

Pilar Keberlanjutan Sustainability Pillars



Risiko dan Tata Kelola Risk and Governance

Pilar risiko dan tata kelola mencakup identifikasi dan mitigasi risiko LST, evaluasi implementasi tata kelola yang baik dan berkelanjutan, mendorong kesadaran anti suap dan korupsi, implementasi whistleblowing system, penyesuaian struktur organisasi, pelatihan keberlanjutan bagi badan tata kelola, pembentukan sistem informasi kinerja keberlanjutan, serta menjalankan komunikasi kinerja keberlanjutan. The governance and risk pillars encompass various initiatives such as identifying and mitigating ESG risks, assessing the implementation of good and sustainable governance, fostering awareness and prevention of bribery and corruption, implementing whistleblowing systems, adjusting organizational structures, providing sustainability training to governments, establishing information systems for sustainability performance, and conducting communication on sustainable performance.



Menghormati Hak Asasi Manusia (HAM) Human Rights Respect (HAM)

Pilar Menghormati HAM melibatkan penegakan HAM di lingkungan internal dan eksternal perusahaan, promosi keberagaman dan inklusivitas, pelatihan serta pengembangan karyawan, pengelolaan program pensiun dan dana pensiun, implementasi keselamatan dan kesehatan kerja (K3) di seluruh lingkup perusahaan, serta upaya meningkatkan kesejahteraan karyawan. The Human Rights Pillar encompasses the oversight of pension programs and funds, the enforcement of human rights in both the internal and external environments of the organization, the advancement of diversity and inclusion, the promotion of employee well-being, and the management of occupational health and safety (OHS) initiatives enterprise-wide.



Bisnis yang Inklusif dan Berkelanjutan

Inclusive and Sustainable Business

Pilar Bisnis Inklusif dan Berkelanjutan mencakup inovasi terhadap green products dan/atau green services, penerapan sistem manajemen mutu sesuai dengan standar internasional, implementasi survei kepuasan pelanggan, serta investasi untuk keberlanjutan melalui green financing.

Innovation toward green products and/or services, implementation of quality management systems in accordance with international standards, execution of customer satisfaction surveys, and investment in sustainability via green financing are all components of the Pillar of Inclusive and Sustainable Business.



Praktik Operasi Ramah Lingkungan Green Operations Practices

Pilar praktik Operasi Ramah Lingkungan mencakup pelaksanaan konservasi energi, penerapan konservasi air dan daur ulang air, implementasi sistem manajemen lingkungan sesuai dengan standar internasional, mendorong pemasok dan/atau vendor untuk menerapkan aktivitas perusahaan yang berkelanjutan, penerapan ekonomi sirkular, reduksi emisi gas rumah kaca, pemanfaatan energi terbarukan, dan pelaksanaan carbon offset. Methodologies Implementing energy conservation, water recycling, and conservation practices; establishing an environmental management system in compliance with global benchmarks; encouraging suppliers and vendors to adopt sustainable business practices; utilizing a circular economy; minimizing greenhouse gas emissions; utilizing renewable energy sources; and implementing carbon offsets are all examples of environmentally friendly operating practices.



Membina Komunitas Nurturing the Community

Pilar membina komunitas melibatkan pelaksanaan pemetaan sosial sebagai dasar penyusunan master plan, pelibatan ketenagakerjaan lokal, dan implementasi Tanggung Jawab Sosial dan Lingkungan (TJSL) sesuai dengan standar internasional.

Social mapping as a foundation for the development of master plans, localization of local employment, and corporate social responsibility (CSR) implementation in accordance with international standards comprise this pillar.



Membangun Budaya Keberlanjutan

Building a Sustainable Culture

[F.1]

Radiant membangun budaya keberlanjutan dengan menanamkan nilai-nilai dan prinsip keberlanjutan di setiap aktivitasnya. Nilai-nilai dan prinsip keberlanjutan selaras dengan penetapan pilar keberlanjutan dalam kebijakan keberlanjutan Perusahaan. Pembangunan budaya keberlanjutan di Radiant didukung oleh badan tata kelola dan seluruh karyawan melalui sinergi dalam menjalankan tata kelola keberlanjutan perusahaan, penghormatan terhadap HAM, bisnis inklusif dan berkelanjutan, praktik operasi ramah lingkungan, pemberdayaan komunitas, dan pencapaian target LST.

Radiant builds a sustainable culture by embedding sustainability values and principles in its activities. Values and sustainability principles are in line with setting sustainability pillars in the company's sustainability policy. Radiant's development of a sustainability culture is supported by governance and all employees through synergies in implementing corporate sustainability governance, respect for human rights, inclusive and sustainable business, green operating practices, community empowerment, and achieving ESG goals.





Lembar Pernyataan Dewan Komisaris dan Direksi Tentang Tanggung Jawab atas Laporan Keberlanjutan 2023 PT Radiant Utama Interinsco Tbk

Statement Of The Board Of Directors' and Board Of Commissioners'
Responsibility on The Sustainability Report 2023 Of PT Radiant
Utama Interinsco Tbk

[2-14]

Kami selaku Dewan Komisaris dan Direksi, yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Radiant Utama Interinsco Tbk periode tahun 2023 telah disampaikan secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan sesuai dengan POJK No. 51/POJK.03/2017 dan dengan mengacu pada GRI Standards 2021.

Demikian lembar pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information in the PT Radiant Utama Interinsco Tbk 2023 Sustainability Report has been presented in its entirety, and is in compliance with POJK Number. 51/POJK.03/2017 and with reference to GRI Standards 2021, and we assume full responsibility for the accuracy of the Sustainability Report contents.

This statement is hereby made in all truthfulness.

Jakarta, April 2024

Jakarta, April 2024

AMIRA GANIS

Komisaris Utama | President Commissioner

SOFWAN FARISYI

Direktur Utama | President Director

MUHAMMAD HAMID

Komisaris | Commissioner

SOEHARTO NURCAHYONO

Direktur | Director

WINARNO ZAIN

Komisaris Independen | Independent Commissioner

RAMZI SIDDIQ AMIER

Direktur | Director



Penghargaan dan Apresiasi Eksternal

Awards and External Appreciation

Kontraktor Terbaik 3 DMF

Kontraktor Terbaik 3 DMF

Penyelenggara/Lembaga
Organizer/Institution

Pertamina EP Cepu



Best Health Performance (High Risk Contract)

Penyelenggara/Lembaga
Organizer/Institution

Pertamina Hulu Indonesia



The Best Safety
Performance Contractor

Penyelenggara/Lembaga
Organizer/Institution

Vopak

Mitra Kerja dengan Kinerja
Capaian Realisasi TKDN Terbaik
Mitra Kerja dengan Kinerja
Capaian Realisasi TKDN Terbaik

Penyelenggara/Lembaga
Organizer/Institution

Pertamina Hulu Rokan







IKHTISAR KINERJA KEBERLANJUTAN SUSTAINABILITY HIGHLIGHTS

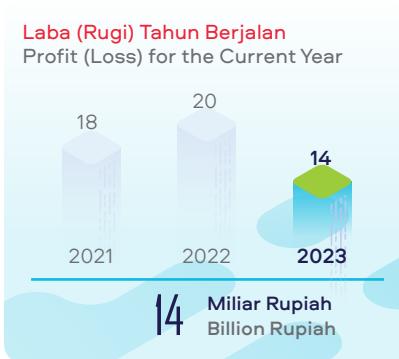


Kinerja Ekonomi

Economic Performance

[B.1]

| Uraian Description | Satuan Unit | 2023 | 2022 | 2021 |
|--|---------------------------------|-------|-------|-------|
| Pendapatan Revenue | Miliar Rupiah Billion Rupiah | 1.780 | 1.706 | 1.645 |
| Laba (Rugi) Tahun Berjalan Profit (Loss) for the Current Year | | 14 | 20 | 18 |
| Jumlah Pemasok Lokal Number of Local Suppliers | Jumlah Number | 87 | 57 | 31 |
| Komposisi Nilai Pengadaan Pemasok Lokal Value Composition of Local Supplier Procurement | % | 43 | 31 | 18 |



Kinerja Sosial

Social Performance

[B.3]

| Uraian Description | Satuan Unit | 2023 | 2022 | 2021 |
|--|-----------------------|---------|----------|-------|
| Biaya TJSL CSR Expenses | Rp Juta Rp Million | 885 | 677 | 589 |
| Rata-rata Pelatihan Average Hours Training | Jam Hours | 47,54 | 59,49 | 53,90 |
| Jumlah Jam Pelatihan Number of Training Hours | | 8.747,6 | 4.640,60 | 4.586 |
| Fatalitas Fatality | Kasus Cases | 0 | 0 | 0 |



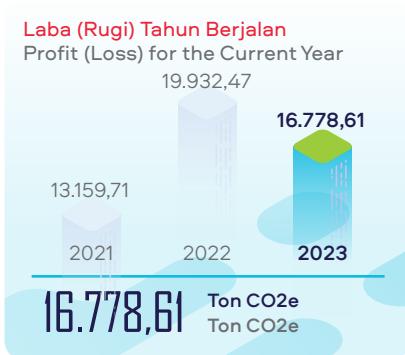


Kinerja Lingkungan

Environmental Performance

[B.2]

| Uraian Description | Satuan Unit | 2023 | 2022 | 2021 |
|--|----------------|-----------|-----------|-----------|
| Pemakaian Listrik Electricity Consumption | GJ | 2.284 | 2.408 | 2.373 |
| Emisi GRK GHG Emission | Ton CO2e | 16.778,61 | 19.932,47 | 13.159,71 |
| Limbah Cair B3 Hazardous Liquid Waste | Ton | 0,45 | 0,39 | 0,74 |
| Limbah Padat B3 Hazardous Solid Waste | Ton | 0,41 | 0,23 | 0,08 |







RADIANT DAN KEBERLANJUTAN

RADIANT AND SUSTAINABILITY



Radiant dan Keberlanjutan

Radiant and Sustainability



[B.3]

Nama Perusahaan :

Company Name :

PT Radiant Utama Interinsco Tbk.**Bentuk Legal :**

Legal Form :

Perseroan Terbatas

Limited Liability Company

Tanggal Pendirian :

Date of Establishment:

22 Agustus 1984

22 August 1984



[2-6] [C.4]

Bidang Usaha :

Line of Business :

Jasa pendukung umum untuk Minyak & Gas Bumi dan Sektor Energi lainnya, meliputi:

Jasa Konstruksi, Operasional dan Pemeliharaan, Jasa Lepas Pantai, Jasa Pengujian Tak Rusak, Jasa Inspeksi dan Sertifikasi, Perdagangan dan Jasa Penunjang Lainnya.

General Support Services for Oil & Gas and Other Energy Sector, including:

Construction, Operation and Maintenance Service, Offshore Service, NDT and OCTG Service, Inspection and Certification Service, Trading and Other Supporting Services.

**Dasar Hukum Pendirian :**

Legal Basis for Establishment :

Akta Pendirian No. 41 yang dibuat oleh Notaris Hadi Moentoro, SH dan disahkan oleh Menteri Kehakiman melalui Surat Keputusan No. C2-574.HT.01.01.HT.85 tertanggal 11 Februari 1985 dan telah diumumkan dalam Berita Negara No. 860 tertanggal 18 Juni 1985 Tambahan No. 49/1985.

Deed of establishment Number 41 made by Notary Hadi Moentoro, SH and approved by the Minister of Justice by Decree Number C2-574.HT.01.01.HT.85 dated 11 February 1985 and published in State Gazette Number 860 dated 18 June 1985 Supplement Number 49/1985.



[C.2]

Alamat Kantor Pusat :

Headquarters Address :

Radiant Group Building

Jl. Kapten Tendean No. 24 Mampang Prapatan,
Jakarta 12720 Indonesia

www.radiant.co.id

+62 (21) 7191020

+62 (21) 7191002

sustainability@radiant.co.id



Entitas Anak :
Subsidiaries:



**PT Supraco
Indonesia**



PT Supraco Lines



**PT Supraco Daya
Wisesa**

Unit Bisnis Strategis :
Strategic Business Unit:



**New & Renewable
Energy**



Inspection



**Operation Support
Services**



**Construction &
Offshore Services**



Pasar yang Dilayani

Market Served

[2-1] [C.3]

PT Radiant Utama Interinsco yang selanjutnya disebut sebagai "Radiant" dan "Perusahaan" beroperasi di beberapa wilayah Indonesia dengan satu kantor pusat di Jakarta dan tujuh kantor cabang: Balikpapan, Batam, Duri, Cilegon, Cirebon, Palembang, dan Surabaya.

PT Radiant Utama Interinsco, later referred to as "Radiant" and "Company" operates in several regions of Indonesia, with one headquarters in Jakarta and seven branch offices: Balikpapan, Batam, Duri, Cilegon, Cirebon, Palembang, and Surabaya.





Balikpapan
Kalimantan Timur

Berau
Kalimantan Timur

Kutai
Kalimantan Timur

Sangasanga
Kalimantan Timur

Sangata
Kalimantan Timur

Kotawaringin Timur
Kalimantan Tengah

Pelabuhan Bitung
Sulawesi Utara

Ternate
Maluku Utara

Seram
Maluku

Tangguh
Papua

Sorong
Papua

Informasi lengkap mengenai kegiatan usaha yang dilakukan oleh Radiant dan entitas anaknya, dapat dilihat melalui laman Perusahaan (www.radiant.co.id) atau Laporan Tahunan PT Radiant Utama Interinsco Tbk Tahun 2023.

Comprehensive information on the activities of Radiant and its subsidiary entities can be found on the company's website (www.radiant.co.id) or in the 2023 Annual Report of PT Radiant Utama Interinsco Tbk.



Perubahan Signifikan Pada Organisasi

Significant Changes in The Organization

[2-6] [C.6]

Selama tahun 2023, Perusahaan tidak melakukan penutupan atau pembukaan cabang, perubahan struktur kepemilikan, serta kebijakan dalam menjalin hubungan dengan para vendor dan mitra kerja. Namun demikian, Perusahaan mengalami perubahan struktur organisasi. Adapun perubahan yang dimaksud adalah sebagai berikut:

1. Pembentukan Divisi Corporate Strategy & Strategic Business Unit (SBU) Support dibawah Direktur Operasional.
2. Perubahan fungsional Corporate Planning yang sebelumnya dibawah Direktur Keuangan menjadi Corporate Strategy dibawah Divisi Corporate Strategy & SBU Support.
3. Perpindahan Departemen Risk Management kedalam Divisi Corporate Strategy & SBU Support.
4. Perubahan Divisi Supply Chain Management menjadi Divisi Shared Service dibawah Direktur Operasional.
5. Perpindahan Departemen Tingkat Komponen Dalam Negeri (TKDN) dan Departemen Contract and Tender Administration (CTA) kedalam Divisi Shared Service.
6. Pemisahan fungsi General Administration Services & Building Management (GAS & BM) dari Departemen HR Services menjadi Departemen General Affair & Building Management (GA & BM) dibawah Divisi Shared Service.
7. Perpindahan Departemen HR Services ke bawah Direktur Operasional.
8. Perpindahan Departemen QSHE Operation ke bawah Vice President QSHE.
9. Mengaktifkan kembali Unit Bisnis New & Renewable Energy serta pembentukan Departemen Solar Energy dibawahnya untuk melanjutkan bisnis panel surya yang sebelumnya diinkubasi.
10. Mengembalikan fungsi Marketing ke masing-masing Unit Bisnis.
11. Perubahan posisi Technical Authority yang sebelumnya dibawah Direktur Operasional menjadi direct subordinate Head of Business Unit (HoBU).
12. Restrukturisasi pada Cabang Balikpapan, Surabaya, Cirebon, Cilegon, Batam dan Palembang, mengikuti percontohan yang telah dilakukan sebelumnya pada Cabang Duri.
13. Branch Operation Manager melapor kepada HoBU terkait dengan tetap berkoordinasi kepada Kepala Departemen Operation sebagai product assurance.
14. Lead of Branch Supporting Team melapor kepada Kepala Divisi Shared Service namun terkait transaksi harian dan kebijakan/tata kelola akan berkoordinasi dengan fungsi terkait di Kantor Pusat sebagai matriks.

Selain itu, terdapat perubahan urutan prioritas dan pengurangan satu topik material dari tahun sebelumnya. Penjelasan lengkap atas hal ini merujuk pada bagian Topik Material dan Batasannya.

The organization refrained from implementing any branch closures or reopenings, ownership structure modifications, or policies regarding the establishment of relationships with vendors and business partners in the year 2023. However, alterations have been implemented to the organizational structure of the company. With regard to the modifications, they are outlined as follows:

1. Under the direction of the Director of Operations, establish the Corporate Strategy & Strategic Business Unit (SBU) Support Division.
2. Functional change of Corporate Planning that was previously under the Director of Finance to Corporate Strategy under the Corporate Strategies & SBU Support Division.
3. Risk Management Department is reassigned to the Corporate Strategy & SBU Support Division.
4. Under the direction of the Director of Operations, convert the supply chain management division into a shared services division.
5. Department of Domestic Component Level (DCL) and Department of CTA transfer to the Shared Service Division of the organization.
6. Separation of General Administration Services & Building Management (GAS & BM) functions from the HR Services Department to the General Affair and Building Management Department (GA & BM), under the Shared Service Division.
7. The HR Services Department is reassigned to the position of Director of Operations.
8. The QSHE Operations Department is delegated to the Vice President.
9. Reestablish a Solar Energy Department beneath the New & Renewable Energy Business Unit in order to sustain the solar panel business that was previously incubated.
10. Delivers the Marketing function back to each Business Units.
11. Transition of the Technical Authority role from being subordinate to the Director of Operations to now being direct subordinate to the Head of Business Unit (HoBU).
12. Implementing a restructuring plan at Branch Balikpapan, Surabaya, Cirebon, Cilegon, Batam, and Palembang, in line with the approach taken at Branch Duri previously.
13. The Branch Operation Manager provides the Head Operation Department with updates on product assurance coordination in accordance with the HoBU.
14. The Branch Support Team Lead is accountable to the Head of Shared Service Division.. Daily transactions and policies/regulations that are not directly related to the head will be coordinated in a matrix fashion with related functions at headquarters.

Furthermore, the order of material topic priorities had been adjusted, and one topic was reduced compared to the previous year. For a detailed explanation of this, refer to Material Topics and Impact Boundaries section.



Skala Usaha

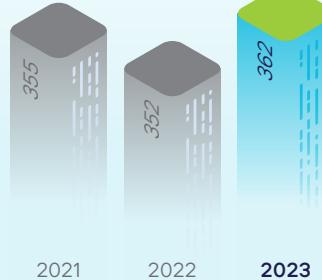
Business Scale

[C.3]

Jumlah Karyawan
Number of Employees



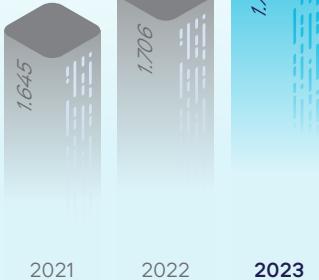
362
Orang
People



Pendapatan
Revenue



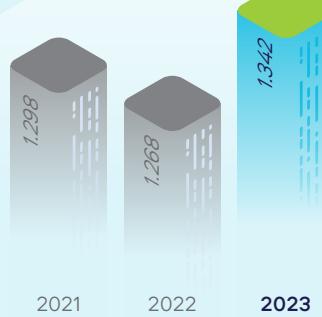
1.780
Miliar Rupiah
Billion Rupiah



Kapitalisasi
Capitalization



1.342
Miliar Rupiah
Billion Rupiah



Liabilitas
Liabilities



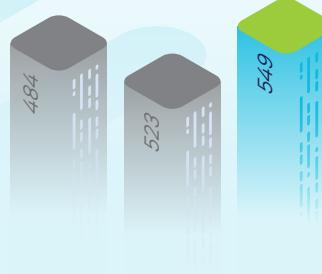
792
Miliar Rupiah
Billion Rupiah



Ekuitas
Equity



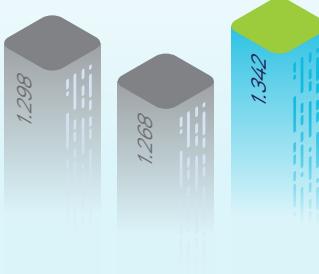
549
Miliar Rupiah
Billion Rupiah



Aset
Assets



1.342
Miliar Rupiah
Billion Rupiah





Kepemilikan Saham dan Status Badan Hukum

Share Ownership and Legal Entity Status

[2-1]

Status Badan Hukum: Perseroan Terbatas

Terdaftar di Bursa Efek Indonesia (BEI): 12 Juli 2006

Kode Saham: RUIS

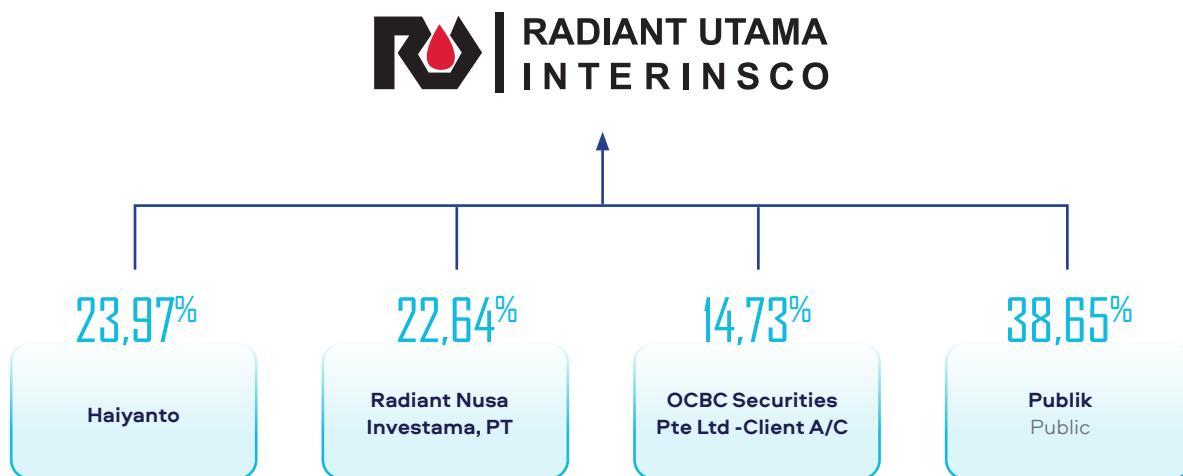
Legal Entity Status: Limited Liability Company

Listed on Indonesia Stock Exchange (IDX): July 12, 2006

Stock Code: RUIS

Komposisi Pemegang Saham

Shareholders Composition





Keanggotaan Asosiasi

Association Membership

[2-28] [C.5]

Radiant menjadi anggota dalam beberapa asosiasi yang relevan dengan aktivitas bisnisnya. Keanggotaan asosiasi berguna untuk menjaga kemitraan strategis dengan berbagai pemangku kepentingan. Selain itu, keanggotaan asosiasi menjadi wadah untuk berbagi informasi dan perkembangan terkini mengenai industri Perusahaan.

Radiant became a member of numerous associations pertinent to its business endeavors. Membership in an association provides the opportunity to establish strategic alliances with a wide range of stakeholders. Additionally, membership in an association serves as a repository for the exchange of information and the most recent industry developments pertaining to the organization.



Anggota
Member

Kamar Dagang dan Industri Indonesia
Indonesian Chamber of Commerce and Industry



Anggota
Member

Asosiasi Badan Usaha Jasa Pengaman Indonesia
Asosiasi Badan Usaha Jasa Pengaman Indonesia Jawa Timur
Asosiasi Badan Usaha Jasa Pengaman Indonesia Jawa Tengah
Asosiasi Badan Usaha Jasa Pengaman Indonesia Jawa Barat
Asosiasi Badan Usaha Jasa Pengaman Indonesia Sumatera Selatan
Indonesian Security Industry Association
Indonesian Security Industry Association East Java
Indonesian Security Industry Association Central Java
Indonesian Security Industry Association West Java
Indonesian Security Industry Association South Sumatera



Anggota
Member

Asosiasi Perusahaan Inspeksi Teknik Indonesia
The Association of Indonesian Technical Inspection Agencies



Anggota
Member

Persatuan Konsultan Indonesia
Indonesian Consultants Association





SAMBUTAN DIREKSI

MESSAGE FROM THE BOARD OF THE DIRECTORS



Sambutan Direksi

RU RADIANT UTAMA
INTERINSCO

Sambutan Direksi

Message From The Board Of The Directors

[2-22] [D.1]

Dr. Ir. Sofwan Farisyi, MM
President Director





Pemangku Kepentingan yang Terhormat,

Pada tahun 2023 ini, kami mencatat bukan hanya tentang angka dan statistik, melainkan serangkaian perjalanan tentang bagaimana setiap langkah yang diambil menjadi pijakan dalam mewujudkan tujuan keberlanjutan. Kami dengan bangga mengumumkan bahwa telah menetapkan kebijakan keberlanjutan, yang terdiri dari lima (5) pilar utama:

1. **Risiko dan tata kelola**, menekankan praktik pengelolaan tata kelola yang transparan dan akuntabel untuk memitigasi risiko serta memastikan keberlanjutan jangka panjang.
2. Kami berkomitmen kuat terhadap **penghormatan HAM** dengan memastikan bahwa setiap aspek operasional kami selaras dengan prinsip-prinsip hak asasi manusia yang universal.
3. Melalui **bisnis yang Inklusif dan berkelanjutan**, kami berusaha menciptakan nilai tambah untuk semua pemangku kepentingan dengan memastikan bahwa pertumbuhan ekonomi perusahaan juga selaras dengan aspek keberlanjutan yang lain.
4. Kami berupaya untuk mengurangi dampak lingkungan melalui inovasi, efisiensi sumber daya, dan pemilihan teknologi ramah lingkungan dengan melaksanakan **Praktik Operasi Ramah Lingkungan**.
5. Melaksanakan program **pembinaan masyarakat lokal** sebagai Program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berbasis ISO 26000:2010, menggarisbawahi komitmen kami untuk mendukung dan meningkatkan kapasitas masyarakat lokal. Hal ini juga dilakukan untuk memastikan bahwa dampak positif perusahaan dirasakan oleh semua yang terlibat.

Lima pilar ini menjadi dasar yang kuat untuk mengarahkan setiap langkah dan keputusan bisnis kami, memastikan bahwa keberlanjutan bukan hanya menjadi tujuan, melainkan bagian integral dari identitas dan budaya perusahaan kami.

Laporan Keberlanjutan ini tidak hanya mencerminkan pencapaian kami dalam menjalankan operasi, tetapi juga menyoroti langkah-langkah konkret yang telah kami ambil untuk mencapai keseimbangan yang baik antara pertumbuhan ekonomi, tanggung jawab sosial, dan pelestarian lingkungan. Kami percaya bahwa keberlanjutan bukan hanya tanggung jawab etis, tetapi juga kunci keberhasilan jangka panjang bagi perusahaan kami.

Melalui laporan ini, kami berharap dapat memberikan jawaban terhadap ekspektasi para pemangku kepentingan tentang bagaimana kami secara aktif berpartisipasi dalam upaya berkontribusi terhadap keberlanjutan. Dengan memperhatikan tantangan global dan dinamika pasar, kami terus berinovasi untuk mengurangi dampak lingkungan, meningkatkan efisiensi operasional, dan berkontribusi positif terhadap komunitas di sekitar kami.

Dear Stakeholders,

This year will be marked not only by numbers and statistics but also by a series of journeys that demonstrate how each step is taken toward achieving our sustainability objectives. We are delighted to declare the establishment of a comprehensive sustainability policy, comprising the following five (5) pillars:

1. **Risk and governance**, emphasizing transparent and accountable governance management practices to mitigate risk and ensure long-term sustainability.
2. We are firmly committed to **respecting human rights** through ensuring that every aspect of our operations is in line with universal human rights principles.
3. Through **inclusive and sustainable business**, we strive to create added value for all stakeholders by ensuring that corporate economic growth is also in line with other sustainability aspects.
4. Our objective is to mitigate environmental impact by implementing **green operations practices**, which encompass innovation, resource efficiency, and the selection of environmentally favorable technologies.
5. By implementing the Corporate Social Responsibility (CSR) Program based on ISO 26000:2010, **Nurturing the Communities** highlights our commitment to support and enhance the capacity of local communities. This ensures that everyone is benefiting from the company's positive impact.

By adhering to these five pillars, our organization guarantees that sustainability is not merely an objective but an intrinsic component of our corporate identity and culture, serving as a solid basis for all business decisions and actions.

This Sustainability Report elucidates the tangible measures we have implemented to strike a harmonious equilibrium among economic growth, social responsibility, and environmental conservation, in addition to detailing our accomplishments in operational management. Sustainability, in our opinion, is not only an ethical obligation but also the key to our organization's long-term success.

We aim to meet the expectations of our stakeholders regarding our active engagement in sustainability initiatives through the dissemination of this report. By paying attention to global challenges and market dynamics, we continue to innovate to reduce environmental impact, improve operational efficiency, and make a positive contribution to the communities around us.



Selain sebagai media komunikasi, Laporan Keberlanjutan juga menjadi bahan evaluasi bagi kami untuk terus memperhatikan kinerja yang lebih baik. Kami menyadari bahwa kehadiran kami menghadirkan peluang maupun dampak sosial dan lingkungan, sehingga kami berkomitmen untuk menjaga keselarasan antara kinerja ekonomi, sosial, dan lingkungan.

Tahun 2023 membawa kami menghadapi berbagai tantangan yang berimbang terhadap efektivitas dan efisiensi Perusahaan, dinamika pasar yang berfluktuasi menjadai salah satu tantangan utama kami. Untuk menjawab tantangan ini, kami melakukan adaptasi terhadap jasa yang ditawarkan mengikuti tren. Saat ini, upaya-upaya keberlanjutan dengan melakukan transisi energi ke energi terbarukan kian marak dilakukan oleh berbagai perusahaan di Indonesia. Hal tersebut mendorong kami untuk mengaktifkan kembali salah satu unis bisnis kami yaitu New & Renewable Energy dengan menyediakan bisnis Panel Surya..

Meskipun menghadapi berbagai tantangan, namun kinerja Perusahaan mencatat prestasi yang cenderung membaik sepanjang tahun 2023:

- Di bidang ekonomi, pendapatan perusahaan pada tahun 2023 sebesar Rp 1.780.793.528.571 meningkat dibandingkan tahun sebelumnya sebesar 4%. Kami juga telah melakukan inovasi dengan mengembangkan bisnis untuk bidang keberlanjutan seperti: penyediaan teknologi pengolahan sampah menjadi energi.
- Di bidang lingkungan, kami telah berhasil menurunkan penggunaan energi tak terbarukan sebesar 169,11 GJ. Selain itu, Perusahaan juga telah mengeluarkan biaya lingkungan hidup dengan realisasi dana mencapai Rp 142.234.439.
- Di bidang sosial, kami berhasil meraih kinerja nihil fatalitas. Kami juga telah meningkatkan jumlah jam pelatihan bagi karyawan menjadi 8.747,6 jam, meningkat 89% dibandingkan tahun sebelumnya yang hanya 4.640,6 jam pelatihan.

Kami menyadari bahwa keberhasilan kinerja Perusahaan selama tahun 2023 merupakan hasil kinerja bersama dan dukungan dari pemangku kepentingan. Kami menyampaikan terima kasih kepada seluruh pemangku kepentingan yang kami hormati. Kami menghargai umpan balik, dukungan, dan kerja sama untuk meningkatkan kinerja keberlanjutan Perusahaan di masa mendatang.

Beyond serving as a means of communication, the sustainability report also functions as an evaluative tool that enables us to monitor and enhance our performance. We acknowledge that our existence gives rise to both prospects and social and environmental impacts; therefore, we are dedicated to maintaining equilibrium among economic, social, and environmental performance.

The transitioning market dynamics constitute one of the most significant obstacles we encountered in 2023, which has an impact on the efficacy of the organization. We adjust to the services provided by following trends in order to meet this challenge. Various companies in Indonesia are presently engaged in sustainability initiatives aimed at transitioning to renewable energy sources. Thus, we decided to reinstate the solar panel business into one of our business units, New & Renewable Energy.

Despite the challenges faced, the company's performance is likely to improve throughout 2023:

- From an economic standpoint, the organization's revenue surged by Rp 1,780,793,528,571 in 2023, surpassing the previous year's increase of 4%. We have also innovated by developing our business in terms of sustainability, such as the provision of waste-processing technology into energy.
- In environmental standpoint, we have achieved a reduction in non renewable energy consumption by 169.11 GJ. Furthermore, the organization has issued environmental costs, amounting to Rp 142,234,439 in realized funds.
- In the social standpoint, we achieved zero fatality performance. We have also increased the number of training hours for employees to 8,747.6 hours, an increased by 89% compared to the previous year, which was only 4,640.6 hours of training.

It is acknowledged that the achievement of the organization in 2023 is predicated on the collaboration and backing of its stakeholders. We extend our sincere appreciation to all of our esteemed stakeholders. We value collaboration, support, and feedback in an effort to enhance the organization's sustainability performance moving forward.

Jakarta, April 2023

Jakarta, April 2023

Dr. Ir. Sofwan Farisyi, MM



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RISIKO DAN TATA KELOLA RISK AND GOVERNANCE



Manajemen Risiko

Risk Management

[E.3]

Perusahaan menerapkan kerangka kerja Enterprise Risk Management (ERM) yang diterbitkan oleh COSO dan ISO 31000 dan pendekatan dengan model pendekatan pertahanan berlapis yang bersifat proaktif dan *forward-looking* untuk mengelola risiko dan mencapai tingkat kinerja yang optimal. Penerapan tata kelola yang baik memungkinkan penguatan mekanisme prinsip empat mata dan transparansi dalam semua proses manajemen risiko. Manajemen risiko merupakan bagian integral dari aktivitas operasional, budaya, dan proses pengambilan keputusan.

Dalam kerangka kerja ERM, Komite Manajemen Risiko (KMR) yang beranggotakan Direksi bertanggung jawab dalam pengawasan (*control*) dan pengelolaan dari keseluruhan profil risiko. Dewan Komisaris berfungsi dalam pengawasan (*oversight*) dan mengevaluasi pelaksanaan tugas dan pengelolaan risiko oleh KMR dibantu oleh komite-komite dibawahnya. Seluruh Divisi dan Departemen yang berada di Perusahaan berperan sebagai pendukung yang bertanggung jawab dalam mempertahankan efektivitas pengendalian internal dan pelaksanaan kegiatan operasional sehari-hari secara konsisten.

Implementasi manajemen risiko ini sesuai dengan Surat Keputusan Bersama Direksi dan Dewan Komisaris nomor SKB/006/RUI/XII/2022 tentang Manajemen Risiko yang berfokus pada penilaian mandiri, pengendalian risiko dan rencana keberlangsungan bisnis, serta pemantauan jenis-jenis risiko perusahaan. KMR bertanggung jawab dalam melakukan pemantauan dan pembaharuan terhadap identifikasi dan penilaian risiko minimum. Audit internal kemudian melakukan penilaian terhadap pelaksanaan kerangka kerja manajemen risiko dimulai dari proses identifikasi, pengukuran, pemantauan dan pengendalian risiko.

Dalam mengendalikan risiko keberlanjutan, Perusahaan mengidentifikasi risiko berdasarkan hasil kajian yang dilakukan selama Perusahaan menghadapi beberapa risiko utama antara lain sebagai berikut:

The company implements the Enterprise Risk Management (ERM) framework published by COSO and ISO 31000 and approaches it with a layered defense approach model that is proactive and forward-looking to manage risk and achieve optimal levels of performance. The implementation of good governance enables the strengthening of the four-eye principle mechanism and transparency in all risk management processes. Risk management is an integral part of operational activities, culture, and decision-making processes.

Within the ERM framework, the controlling and managing of the comprehensive risk profile falls under the purview of Risk Management Committee (RMC). The Board of Commissioners involves oversight and evaluates the RMC's task execution and risk management with the support of the subcommittees. All divisions and departments, as a support team within the organization, are instrumental in guaranteeing the efficacy of internal controls and the steady execution of routine operational activities.

The implementation of this risk management is in line with Joint Decree of the Directors and Board of Commissioners number SKB/006/RUI/XII/2022 on Risk Management, which focuses on self-assessment, risk control, and business sustainability plans, as well as monitoring of corporate risk types. RMC is responsible for monitoring and updating the identification and assessment of minimum risk. Internal audits then carry out an assessment of the implementation of the risk management framework, starting with the process of identification, measurement, monitoring, and control of risk.

In controlling sustainability risks, the organization identifies sustainability risks in accordance with the findings of studies conducted:

| | | | | |
|--|------------------------------|-------------------------------------|-------------------------------------|---|
| Risiko Strategis Strategic Risk | Risiko Kredit Credit Risk | Risiko Pasar Market Risk | Risiko Likuiditas Liquidity Risk | Risiko Nilai Tukar Exchange Value Risk |
| Risiko Operasional Operational Risk | Risiko Hukum Legal Risk | Risiko Kepatuhan Compliance Risk | Risiko Industri Industry Risk | Risiko Reputasi Reputation Risk |



Uraian dan pengungkapan informasi lengkap mengenai Manajemen Risiko disampaikan dalam Laporan Tahunan PT Radiant Utama Interinsco Tbk 2023 yang disusun terpisah dari Laporan ini, namun saling melengkapi.

The Risk Management information is comprehensively summarized and disclosed in the 2023 Annual Report of PT Radiant Utama Interinsco Tbk. Although compiled independently from this report, the two documents are complementary.

Tantangan & Peluang Terhadap Keberlanjutan

Challenges & Opportunities for Sustainability

[E.5]

Penerapan aspek LST dalam aktivitas perusahaan tidak terlepas dari tantangan dan peluang keberlanjutan yang dihadapi. Tantangan yang Perusahaan hadapi dikelola untuk menjadi pemahaman dan kesadaran terhadap aspek keberlanjutan, baik lingkup internal maupun eksternal.

Pada lingkup internal Perusahaan, kami melakukan peningkatan kompetensi sumber daya manusia termasuk badan tata kelola dan fungsi-fungsi dibawahnya. Lingkup eksternal kami lakukan dengan melakukan kolaborasi dan komunikasi dengan berbagai pihak. Guna meningkatkan kinerja LST, kami juga terus mengembangkan kebijakan keberlanjutan kami sebagai dasar dalam perumusan strategi dan peta jalan keberlanjutan.

The implementation of ESG aspects in the company's activities includes the sustainability challenges and opportunities faced. The challenges faced by the company have led to an understanding and awareness of sustainability aspects, both internal and external.

Internally, we enhance the competency of human resources within the organization, encompassing the governing body and its subordinate functions. Externally, we accomplish this through collaboration and correspondence with related parties. We also keep refining our sustainability policy as a foundation for creating sustainability initiatives and roadmaps, with the goal of enhancing ESG's performance.

Tata Kelola Keberlanjutan

Sustainability Governance

[2-12] [2-13] [2-14] [E.1]

Pelaksanaan tata kelola yang berkelanjutan bagi Perusahaan merupakan tanggung jawab kolektif bagi setiap fungsi dalam Perusahaan. Proses perencanaan, pelaksanaan, pengawasan, hingga evaluasi tata kelola keberlanjutan dilaksanakan oleh Dewan Komisaris dan Direksi. Dewan Komisaris bertanggung jawab mengawasi pengelolaan Perusahaan yang dilakukan oleh Direksi dibantu oleh komite-komite dibawahnya. Dewan Komisaris juga turut mempertimbangkan risiko dan peluang keberlanjutan dan mengarahkan tujuan penyusunan rencana kerja jangka pendek dan panjang. Direksi beserta seluruh fungsi bersinergi dalam menjalankan tugas dan tanggung jawabnya untuk mengelola kinerja ekonomi, sosial, dan lingkungan.

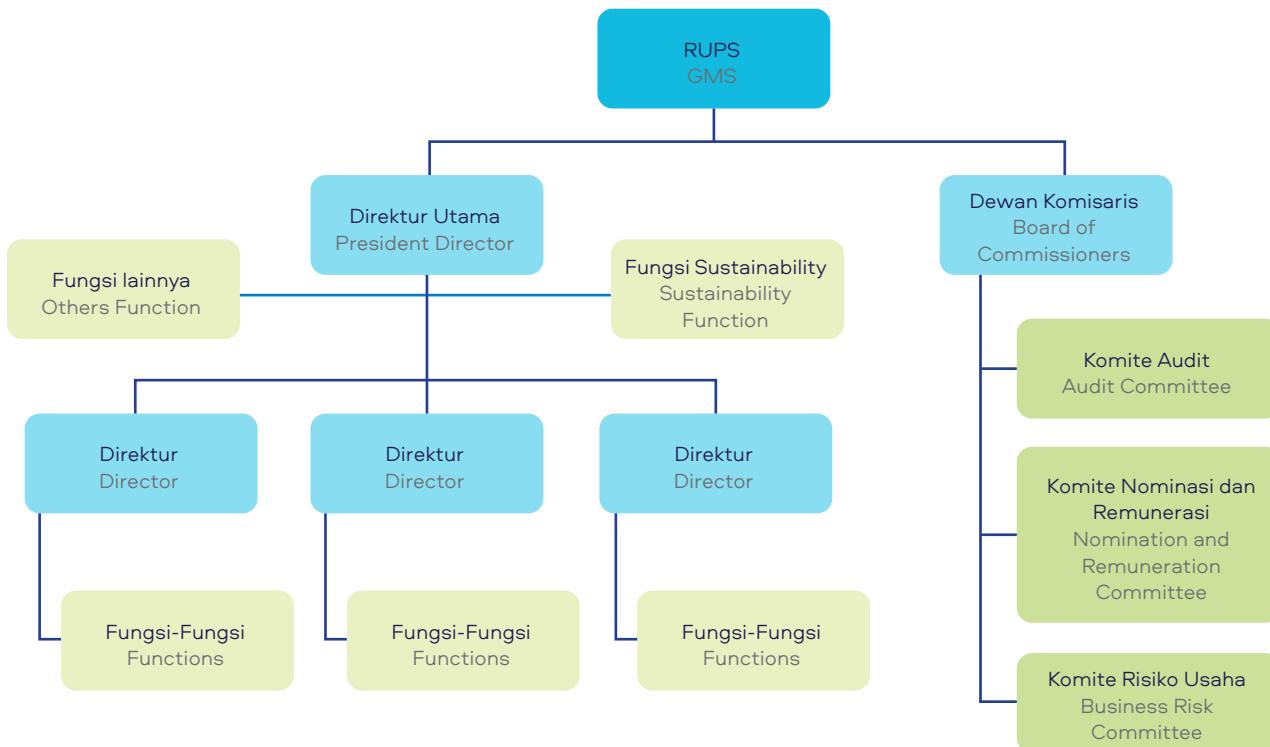
Implementation of the company's sustainability governance is the collective responsibility for every function within the company. The Board of Commissioners is responsible for overseeing the management of the company carried out by the Directors, assisted by the subordinate committees. The Board also takes into account the risks and opportunities of sustainability and directs the objectives of the preparation of the short- and long-term work plan. The management and all functions are synergistic in carrying out their tasks and responsibilities to manage economic, social, and environmental performance.



Struktur Tata Kelola Keberlanjutan

Sustainability Governance Structure

[2-9] [2-11] [2-14] [2-27]



Fungsi Sustainability yang berada di bawah langsung Direktur Utama bertanggung jawab dalam memberikan, melaksanakan, dan mengevaluasi inisiatif keberlanjutan bagi Perusahaan. Fungsi Sustainability juga dibentuk untuk dapat berkolaborasi dengan departemen lain dalam implementasi integrasi praktik keberlanjutan dalam operasi Perusahaan secara menyeluruh. Berdasarkan hal tersebut, fungsi sustainability juga memiliki tanggung jawab dalam penyusunan laporan keberlanjutan, termasuk dokumentasi untuk kebutuhan isi laporan dari masing-masing fungsi sebagai data kontributor.

Penyusunan laporan keberlanjutan dilakukan oleh fungsi keberlanjutan dan dilakukan verifikasi internal oleh masing-masing data kontributor. Selanjutnya, laporan juga diriviu dan disetujui oleh Direksi dan Dewan Komisaris, termasuk topik material yang ditetapkan.

Melalui penerapan tata kelola keberlanjutan yang selaras dengan peraturan terkait, Perusahaan tidak mendapatkan denda maupun sanksi pelanggaran hukum yang berpengaruh terhadap kedudukan dan kelangsungan usaha yang dihadapi Radiant dan/ atau perusahaan anak di sepanjang tahun 2023.

The sustainability functions under the president director are responsible for providing, implementing, and evaluating sustainability initiatives for the company. The sustainability functions are also formed to be able to collaborate with other departments in implementing the integration of sustainability practices into the company's operations in a comprehensive manner. In light of this, the sustainability functions also have responsibility for preparing the sustainability report, including documentation for the report content needs of each function as contributor data.

Sustainability reports are prepared by the sustainability function and internally verified by each contributor's data. Following this, reports are reviewed and approved by the Directors and the Board of Commissioners, including the material topics identified.

As a result of implementing sustainability governance in accordance with the applicable regulations, Radiant and/or its subsidiaries have not incurred any legal penalties or sanctions in 2023 that could jeopardize the company's standing or continued existence.



Uraian dan pengungkapan informasi lengkap mengenai tata kelola perusahaan, kriteria nominasi dan remunerasi anggota Direksi dan Dewan Komisaris, evaluasi kinerja badan tata kelola, kewenangan Rapat Umum Pemegang Saham (RUPS), tugas dan tanggung jawab Dewan Komisaris maupun Direksi, Komite Audit, Komite Nominasi dan Remunerasi, serta Komite Risiko Usaha, termasuk mengenai tidak terdapatnya benturan kepentingan disampaikan dalam Laporan Tahunan PT Radiant Utama Interinsco Tbk 2023 yang disusun terpisah dari Laporan ini, namun saling melengkapi. [2-9] [2-10] [2-11] [2-15] [2-18] [2-19] [2-20]

The corporate governance, the nomination and remuneration criteria of members of the Board of Directors and Commissioners, Evaluation of the performance of the highest governance body the authority of the General Meeting of Shareholders (RUPS), the duties and responsibilities of Board of Commissioners and Directors, the Audit Committee, the Nomination and Remuneration Committee, and the Business Risk Committee, including on the absence of a conflict of interest information is comprehensively summarized and disclosed in the 2023 Annual Report of PT Radiant Utama Interinsco Tbk. Although compiled independently from this report, the two documents are complementary. [2-9] [2-10] [2-11] [2-15] [2-18] [2-19] [2-20]

Kode Etik Code of Conduct

Perusahaan memiliki Kode Etik yang diatur pada Surat Keputusan Bersama Direksi dan Dewan Komisaris nomor SKB/003/RUI/XII/2022 yang menjadi panduan bagi seluruh insan Radiant untuk berinteraksi secara profesional dan menjalankan pekerjaan dengan integritas tinggi.

Kode Etik Radiant selengkapnya dapat dilihat pada situs web Perusahaan www.radiant.co.id bagian Tata Kelola Perusahaan: Kebijakan Kami.

The company has a Code of Conduct set out in the Joint Decree of the Directors and the Board of Commissioners number SKB/003/RUI/XII/2022, which serves as a guide for all Radiant personnel to conduct themselves in a professional manner and perform their duties with the utmost integrity.

The comprehensive Radiant Code of Conduct is available on the organization's website, www.radiant.co.id, under Corporate Governance: Our Policies.

Radiant menyelenggarakan program komunikasi dan pelatihan kepatuhan termasuk didalamnya mengenai Kebijakan Kode Etik kepada seluruh karyawan termasuk badan tata kelola secara daring. Pada tahun 2023, tercatat sebanyak 255 karyawan telah mengikuti komunikasi dan pelatihan kebijakan kode etik.

All employees of Radiant, including governing bodies, are participating in an online communication and compliance training program that includes the Code of Conduct Policy. By 2023, 255 employees attended communication and code of conduct policy training.

Anti Suap dan Korupsi Anti Bribery and Corruption

Guna mendukung perwujudan tata kelola perusahaan yang baik dan berkelanjutan, Perusahaan berkomitmen terhadap pencegahan praktik suap dan korupsi. Komitmen tersebut dituangkan didalam Kebijakan Anti Suap dan Korupsi yang diatur pada Surat Keputusan Bersama Direksi dan Dewan Komisaris nomor SKB/004/RUI/XII/2022.

In order to support the establishment of good and sustainable corporate governance, the company is committed to the prevention of bribery and corruption. These commitments are reflected in the Anti Bribery and Corruption Policy set out in the Joint Decree of the Directors and Board of Commissioners number SKB/004/RUI/XII/2022.



Kebijakan Anti Suap dan Korupsi Radiant selengkapnya dapat dilihat pada situs web Perusahaan www.radiant.co.id bagian Tata Kelola Perusahaan – Kebijakan Kami.

The comprehensive Radiant Anti Bribery and Corruption Policy is available on the organization's website, www.radiant.co.id, under Corporate Governance: Our Policies.

Sebagai salah satu bentuk komitmen Perusahaan dalam penerapan kebijakan tersebut, Radiant telah melakukan Deklarasi Pakta Integritas yang berisikan komitmen patuh dan tunduk pada Kode Etik dan Pedoman Anti Suap dan Korupsi yang ditandatangani oleh seluruh anggota Direksi dan Dewan Komisaris pada bulan Maret 2023. Penandatanganan tersebut juga diikuti oleh seluruh Insan Radiant pada bulan yang sama. Bagi Insan Radiant yang baru bergabung diwajibkan untuk menandatangi Pakta Integritas.

Aksi mitigasi Perusahaan dalam pencegahan praktik suap dan korupsi dilakukan dengan edukasi, sosialisasi, dan pelatihan secara berkelanjutan kepada seluruh jajaran organisasi dengan menggunakan berbagai metode dan media, baik secara tatap muka maupun virtual serta media komunikasi internal lainnya seperti email blast.

Radiant menyelenggarakan program komunikasi dan pelatihan kepatuhan termasuk didalamnya mengenai Pedoman Anti Suap dan Korupsi kepada seluruh karyawan termasuk badan tata kelola dan mitra kerjanya secara daring. Pada tahun 2023, tercatat sebanyak 255 karyawan dan 25 mitra kerja telah mengikuti komunikasi dan pelatihan kebijakan anti suap dan korupsi.

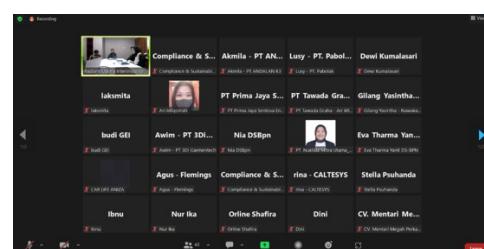
Pada tahun 2023, melaksanakan agenda sharing session perdana pada "Improvement Talk" dengan tema "No More Fraud, More Praud" yang dilakukan secara daring dan luring. Sharing session tersebut disampaikan oleh anggota komite audit Perusahaan dan dihadiri oleh 24 karyawan secara luring dan 179 karyawan secara daring.

Radiant has entered into a Declaration of the Pact of Integrity containing a commitment to compliance and enforcement of the Code of Conduct and an Anti Bribery and Corruption Policy, which was signed by all members of the Board of Directors and Commissioners in March 2023, as one indication of the company's commitment to implementing the policy. The signing was followed by every Radiant individual in the same month. Upon joining Radiant, all new members are required to affix their signature to the Pact of Integrity.

The company's mitigation action in the prevention of bribery and corruption is carried out through education, socialization, and sustained training at the entire level of the organization using various methods and media, both face-to-face and virtual, as well as other internal communication media such as email blast.

Radiant is conducting an online compliance communication and training program for all employees, including government bodies and working partners, that includes an Anti Bribery And Corruption Policy. By 2023, 255 employees and 25 working partners had received communications and training regarding anti bribery and corruption policies.

In 2023, we implemented the first sharing session agenda, "Improvement Talk" with the theme "No More Fraud, More Praud," conducted online and offline. The sharing session was delivered by the members of the company's audit committee and attended by 24 employees offline and 179 employees online.





Komunikasi Anti Korupsi menurut Kategori Karyawan

Anti Corruption Communication by Employee Category

[205-2]

| Kategori Pemangku Kepentingan Stakeholders Category | 2021 | | 2022 | | 2023 | |
|---|-----------------|-----|-----------------|-----|-----------------|-----|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Komite Eksekutif – Badan tata kelola Executive Committee – Governance body | 5 | 100 | 5 | 100 | 5 | 100 |
| Direksi – badan tata Kelola Director – Governance body | 5 | 100 | 5 | 100 | 4 | 100 |
| Manajer Manager | 58 | 100 | 37 | 100 | 35 | 100 |
| Supervisor Supervisor | 94 | 100 | 61 | 100 | 74 | 100 |
| Staf Staff | 309 | 100 | 148 | 100 | 153 | 100 |

Komunikasi Anti Korupsi menurut Kategori Karyawan
Anti Corruption Communication by Employee Category

[205-2]



5
100%



4
100%



35
100%



74
100%



153
100%

Pelatihan Anti Korupsi menurut Kategori Karyawan dan Mitra Bisnis

Anti Corruption Training by Employee Category and Business Partner

| Kategori Pemangku Kepentingan Stakeholders Category | 2021 | | 2022 | | 2023 | |
|---|-----------------|-------|-----------------|-------|-----------------|-------|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Internal – Karyawan Internal – Employee | | | | | | |
| Komite Eksekutif – Badan tata kelola Executive Committee – Governance body | 0 | 0,00 | 1 | 20 | 0 | 0 |
| Direksi – badan tata Kelola Director – Governance body | 0 | 0,00 | 1 | 20 | 1 | 25 |
| Manajer Manager | 25 | 43,10 | 31 | 84 | 23 | 66 |
| Supervisor Supervisor | 29 | 30,85 | 53 | 87 | 55 | 74 |
| Staf Staff | 105 | 33,98 | 113 | 76 | 141 | 92 |
| Eksternal – Mitra Bisnis External – Business Partner | | | | | | |
| Pihak ketiga Third party | 20 | 11,56 | 19 | 11,73 | 25 | 16,67 |

Pelatihan Anti Korupsi menurut Kategori Karyawan dan Mitra Bisnis
Anti Corruption Training by Employee Category and Business Partner



0
0%



1
25%



23
66%



55
74%



141
92%



25
16,67%

**Komunikasi Anti Korupsi untuk Karyawan berdasarkan Wilayah**

Employee's Anti Corruption Communication by Region

| Wilayah Region | 2021 | | 2022 | | 2023 | |
|-------------------|-----------------|-----|-----------------|-----|-----------------|-----|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Jakarta* | 318 | 100 | 165 | 100 | 169 | 100 |
| Cilegon | 18 | 100 | 9 | 100 | 11 | 100 |
| Balikpapan | 36 | 100 | 35 | 100 | 38 | 100 |
| Duri | 25 | 100 | 14 | 100 | 16 | 100 |
| Palembang | 19 | 100 | 11 | 100 | 11 | 100 |
| Surabaya | 19 | 100 | 6 | 100 | 8 | 100 |
| Batam | 13 | 100 | 7 | 100 | 9 | 100 |
| Cirebon | 12 | 100 | 9 | 100 | 9 | 100 |

Keterangan | Note:

*Anggota badan tata kelola berada Kantor Pusat yang ada di Jakarta.

*Members of the governance body are located at the headquarters in Jakarta.

Pelatihan Anti Korupsi untuk Karyawan berdasarkan Wilayah

Employee's Anti Corruption Communication by Region

| Wilayah Region | 2021 | | 2022 | | 2023 | |
|-------------------|-----------------|-------|-----------------|----|-----------------|-----|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Jakarta* | 86 | 27 | 127 | 77 | 134 | 79 |
| Cilegon | 0 | 0 | 8 | 89 | 9 | 82 |
| Balikpapan | 32 | 88,89 | 28 | 80 | 30 | 79 |
| Duri | 1 | 4 | 9 | 64 | 16 | 100 |
| Palembang | 11 | 57,89 | 9 | 82 | 6 | 55 |
| Surabaya | 0 | 0 | 5 | 83 | 8 | 100 |
| Batam | 8 | 61,54 | 5 | 71 | 9 | 100 |
| Cirebon | 10 | 83,33 | 8 | 89 | 8 | 89 |

Keterangan | Note:

*Anggota badan tata kelola berada Kantor Pusat yang ada di Jakarta.

*Members of the governance body are located at the headquarters in Jakarta.



Sistem Pengaduan Pelanggaran

Whistleblowing System

[2-16]

Perusahaan menerapkan Sistem Pengaduan Pelanggaran (SPP) sebagai mekanisme deteksi dini sarana pencegahan terjadinya pelanggaran. Pihak internal maupun eksternal Perusahaan dapat menyampaikan laporan, pengaduan, informasi penting dan kritis bagi Perusahaan sesuai dengan yang tertuang dalam Kebijakan Sistem Pengaduan Pelanggaran (Whistleblowing System) yang diatur pada Surat Keputusan Bersama Direksi dan Dewan Komisaris nomor nomor SKB/005/RUI/XII/2022.

Perusahaan membentuk dua Komite Etika, masing-masing dibawah Direksi dan Dewan Komisaris.

The company has implemented the Whistleblowing System (WBS) as a mechanism for early detection and prevention of violations. Internal and external parties of the company may submit reports, complaints, and critical information to the company in accordance with the provisions of the Whistleblowing System Policy set out in the Joint Decree of the Directors and the Board of Commissioners number SKB/005/RUI/XII/2022.

The company formed two Ethics Committees, each under The Directors and The Board Of Commissioners.



1. Komite Etika dibawah Direksi beranggotakan Fungsi Compliance, Fungsi HR, dan Fungsi Legal serta pihak lain yang diperlukan sesuai dengan kompetensi dan keahliannya berdasarkan Surat Keputusan Direksi. Komite Etika ini bertanggung jawab dalam menindaklanjuti pelanggaran yang dilakukan oleh Insan Perusahaan yaitu Karyawan Perusahaan selain Dewan Komisaris, Organ Pendukung Dewan dan Direksi.

1. The Ethics Committee under the Directors holds the compliance functions, the HR functions, and the legal functions, as well as other parties required according to their competence and expertise pursuant to the Directory Decree. This ethics committee is responsible for the prosecution of violations committed by corporate persons, employees of the company, other than the Board of Commissioners, the Supporting Body of the Board, and the Management.



2. Komite Etika dibawah Dewan Komisaris perwakilan dari Komite Audit dan pihak lain yang diperlukan sesuai dengan kompetensi dan keahliannya berdasarkan keputusan Dewan Komisaris. Komite Etika ini bertugas untuk menindaklanjuti pelanggaran yang dilakukan oleh Insan Radiant yaitu Dewan Komisaris, Organ Pendukung Dewan dan Direksi selain Karyawan Perusahaan.

2. The Ethics Committee under the Board of Commissioners formed by an audit committee representative as well as other parties required according to their competence and expertise pursuant to the Directory Decree. This ethics committee is responsible for the prosecution of violations committed by the Board of Commissioners, the Supporting Body of the Board, and the Directors, other than the employees.



Mekanisme WBS dimulai dengan pelapor menyampaikan pengaduan melalui beberapa saluran:

- 1) Situs web Perusahaan www.radiant.co.id pada menu Tata Kelola Perusahaan;
- 2) Menyampaikan surat resmi yang ditujukan kepada Direksi, dengan cara diantar langsung atau melalui pos ke Perusahaan;
- 3) Melalui email komite.etika@radian-utama.com. Pelapor harus menyertakan data dan informasi maupun dokumen pendukung yang berkaitan dengan pelanggaran. Pengelola WBS akan secara otomatis menerima laporan pengaduan untuk kemudian divalidasi, dan merahasiakan identitas pelapor.

A complainant initiates the WBS process by submitting a complaint via the following channels:

- 1) the corporate governance menu of the company's website, www.radiant.co.id;
- 2) the company itself, delivery of an official letter addressed to the directors;
- 3) via email: komite.etika@radian-utama.com. In addition to data and information, whistleblowers are required to include supporting documents pertaining to the violation. The WBS administrator shall procure the complaint report automatically for subsequent validation; furthermore, the identity of the whistleblowers shall remain confidential.

Kebijakan Sistem Pelaporan Pelanggaran Radiant selengkapnya dapat dilihat pada situs web Perusahaan www.radiant.co.id bagian Tata Kelola Perusahaan – Kebijakan Kami.

The comprehensive Radiant Whistleblowing System Policy is available on the organization's website, www.radiant.co.id, under Corporate Governance: Our Policies.

Peningkatan Kompetensi Keberlanjutan

Enhancing Sustainability Competences

[2-17] [E.2]

Perusahaan mengikutsertakan karyawannya dalam pendidikan dan pelatihan, loka karya, maupun seminar. Perusahaan meningkatkan kompetensi seluruh karyawan dengan memperhatikan unsur-unsur aspek keberlanjutan. Selama periode pelaporan, Direksi telah mengikuti berbagai pelatihan terkait keberlanjutan. Adapun materi yang diberikan meliputi Sustainability Report Assurer, Sustainable Oil and Gas Exploration and Development, dan lainnya. Selain itu, Fungsi Sustainability juga mengikuti berbagai peningkatan kompetensi melalui seminar yang diselenggarakan oleh Bursa Efek Indonesia salah satunya ESG Strategy and Rating dan IDXCarbon.

The company involves its employees in education and training, workshops, and seminars. The company improves the competence of the entire employee by paying attention to sustainability aspects. During the reporting period, the Directors has undergone various sustainability-related trainings. As for the material provided, it includes Sustainability Report Assurer, Sustainable Oil and Gas Exploration and Development, and others. In addition, the Sustainability Function also follows various competence enhancements through seminars organized by the Indonesian Stock Exchange, including ESG Strategy and Rating and IDX Carbon.



ASEAN Corporate Governance Scorecard

ASEAN Corporate Governance Scorecard

ASEAN Corporate Governance Scorecard (ACGS) adalah salah satu penilaian tata kelola perusahaan dengan menggunakan suatu parameter pengukuran praktik tata kelola perusahaan yang disepakati oleh Asean Capital Market Forum (ACMF), yaitu asosiasi otoritas pasar modal ASEAN. Kami melaksanakan penilaian ACGS untuk penerapan tata kelola perusahaan di tahun 2022 yang merujuk pada informasi publik, terutama pada laporan tahunan tahun 2022 serta situs web perusahaan. Pelaksanaan penilaian dimulai pada bulan Desember 2023, hasil akhir penilaian terdapat di bulan Januari 2024 dan akan disampaikan pada periode laporan keberlanjutan 2024 mendatang.

The ASEAN Corporate Governance Scorecard (ACGS) is an assessment of corporate governance using a measurement parameter for corporate government practices agreed upon by the ASEAN Capital Market Forum (ACMF), the association of ASEAN capital market authorities. We conduct an ACGS assessment for the implementation of corporate governance in 2022, which refers to public information, especially in the 2022 annual report as well as the company's website. Implementation of the assessment begins in December 2023; final results are available in January 2024 and will be submitted in the forthcoming 2024 sustainability reporting period.



Menghormati Hak Asasi Manusia

RADIANT UTAMA
INTERINSCO





MENGHORMATI HAK ASASI MANUSIA RESPECT FOR HUMAN RIGHTS



HAM di Lingkungan Perusahaan

Human Rights in the Context of Business

[2-30] [F19]

Perusahaan mendukung perlindungan Hak Asasi Manusia (HAM), salah satunya adalah dengan tidak mempekerjakan tenaga kerja anak dan kerja paksa sesuai dengan yang tertulis dalam Kode Etik Perusahaan. Radiant memastikan hak-hak seluruh karyawan terpenuhi melalui Peraturan Perusahaan (PP) dan Surat Keputusan Direksi nomor SKD/011/RUI/X/2023 tentang Kebijakan Sumber Daya Manusia.

Upaya Perusahaan dalam menghargai HAM juga ditegaskan dalam pasal Respect for Human Rights yang terdapat didalam Surat Keputusan Direksi nomor SKD/007/RUI/XII/2023 tentang Kebijakan Keberlanjutan. Perusahaan mendukung perlindungan HAM di rantai pasok dengan mengkomunikasikan kode etik kepada mitra kerja setiap tahunnya.

A commitment to human rights protection that corporations uphold is the prohibition of forced and juvenile labor in violation of the Code Conduct. Radiant implements the Directors Decree number SKD/011/RUI/X/2023 on Human Resources Policy and Corporate Regulations (PP) to guarantee the protection of the rights of every employee.

The organization further validates its commitment to upholding human rights in the Respect for Human Rights chapter of the Directors Decree number SKD/007/RUI/XII/2023 on Sustainability Policy. The organization upholds human rights protection throughout its supply chain through the annual dissemination of ethics codes to its partners.

Profil Karyawan

Employee Profile

[2-7] [405-1] [C.3]

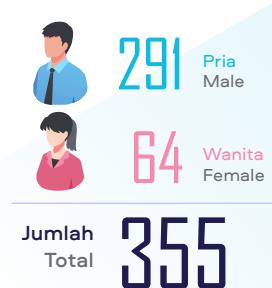
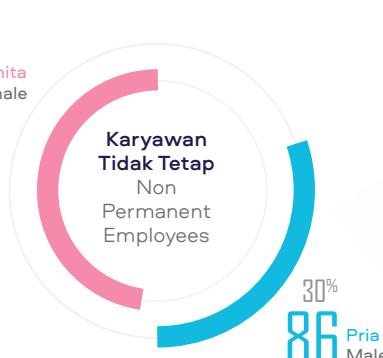
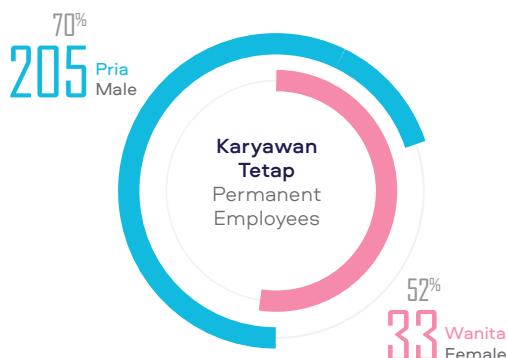
Jumlah karyawan Perusahaan hingga akhir tahun 2023 sebanyak 362 orang. Karyawan Perusahaan seluruhnya merupakan karyawan penuh waktu yang terdiri atas karyawan tetap dan kontrak.

By 2023's end, the company employed 362 individuals in total. The company's employees are all full-time employees, consisting of permanent employees and contract employees.

Jumlah Karyawan Berdasarkan Status Kepegawaian dan Gender Tahun 2021

Number of Employees by Employment Status and Gender in 2021

| Jenis Karyawan Type of Employees | Pria Male | | Wanita Female | | Jumlah Total | |
|---|-----------------|------------|------------------|------------|-----------------|------------|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Karyawan Tetap Permanent Employees | 205 | 70 | 33 | 52 | 238 | 67 |
| Karyawan Tidak Tetap Non Permanent Employees | 86 | 30 | 31 | 48 | 117 | 33 |
| Jumlah Total | 291 | 100 | 64 | 100 | 355 | 100 |

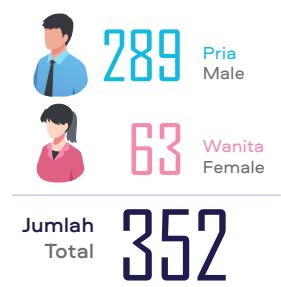
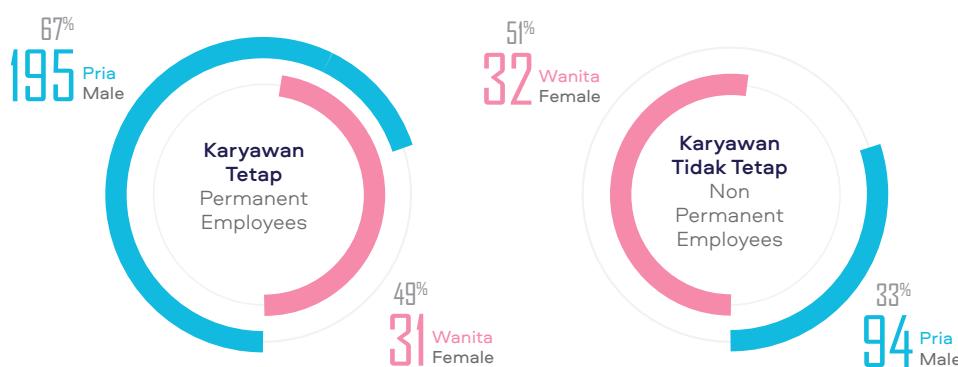




Jumlah Karyawan Berdasarkan Status Kepegawaian dan Gender Tahun 2022

Number of Employees by Employment Status and Gender in 2022

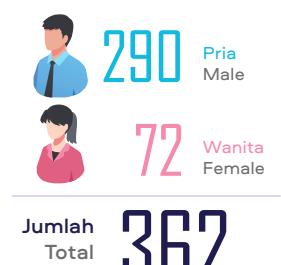
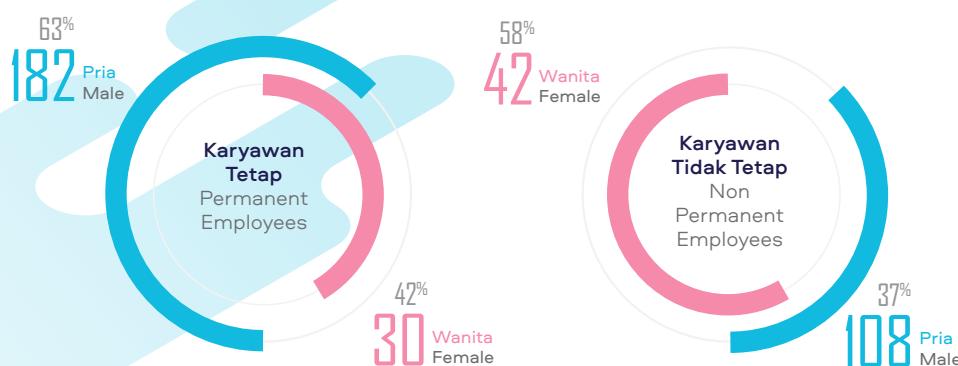
| Jenis Karyawan Type of Employees | Pria Male | Jumlah Total | % | Wanita Female | Jumlah Total | % | Jumlah Total | % |
|---|--------------|-----------------|------------|------------------|-----------------|------------|-----------------|------------|
| Karyawan Tetap Permanent Employees | | 195 | 67 | | 31 | 49 | 226 | 64 |
| Karyawan Tidak Tetap Non Permanent Employees | | 94 | 33 | | 32 | 51 | 126 | 36 |
| Jumlah Total | | 289 | 100 | | 63 | 100 | 352 | 100 |



Jumlah Karyawan Berdasarkan Status Kepegawaian dan Gender Tahun 2023

Number of Employees by Employment Status and Gender in 2023

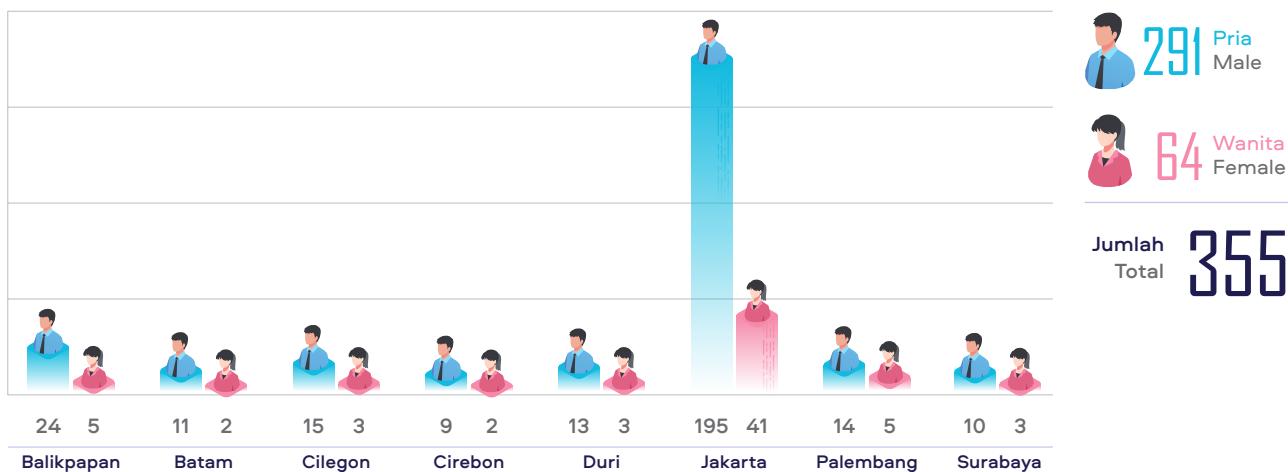
| Jenis Karyawan Type of Employees | Pria Male | Jumlah Total | % | Wanita Female | Jumlah Total | % | Jumlah Total | % |
|---|--------------|-----------------|-------------|------------------|-----------------|-------------|-----------------|-------------|
| Karyawan Tetap Permanent Employees | | 182 | 63% | | 30 | 42% | 212 | 59% |
| Karyawan Tidak Tetap Non Permanent Employees | | 108 | 37% | | 42 | 58% | 150 | 41% |
| Jumlah Total | | 290 | 100% | | 72 | 100% | 362 | 100% |



**Jumlah Karyawan Berdasarkan Jenis Kelamin dan Wilayah Penempatan Tahun 2021**

Number of Employees by Gender and Placement Area in 2021

| Wilayah Penempatan Placement Area | Pria Male | | Wanita Female | | Jumlah Total | |
|--------------------------------------|-----------------|------------|------------------|------------|-----------------|------------|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Balikpapan | 24 | 8 | 5 | 8 | 29 | 8 |
| Batam | 11 | 4 | 2 | 3 | 13 | 4 |
| Cilegon | 15 | 5 | 3 | 5 | 18 | 5 |
| Cirebon | 9 | 3 | 2 | 3 | 11 | 3 |
| Duri | 13 | 4 | 3 | 5 | 16 | 5 |
| Jakarta | 195 | 67 | 41 | 64 | 236 | 66 |
| Palembang | 14 | 5 | 5 | 8 | 19 | 5 |
| Surabaya | 10 | 3 | 3 | 5 | 13 | 4 |
| Jumlah Total | 291 | 100 | 64 | 100 | 355 | 100 |

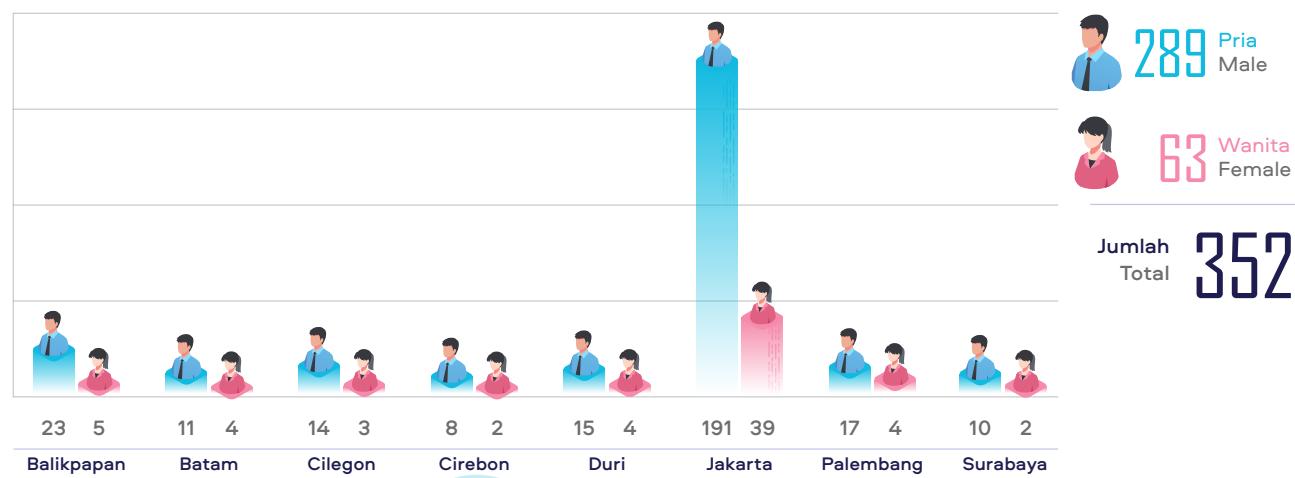




Jumlah Karyawan Berdasarkan Jenis Kelamin dan Wilayah Penempatan Tahun 2022

Number of Employees by Gender and Placement Area in 2022

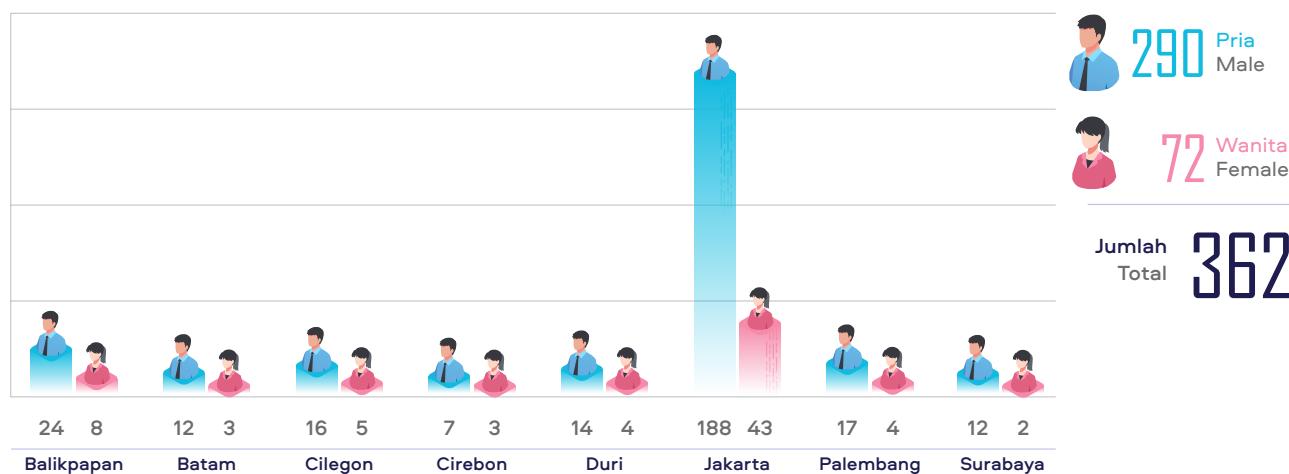
| Wilayah Penempatan Placement Area | Pria Male | | Wanita Female | | Jumlah Total | |
|--------------------------------------|-----------------|------------|------------------|------------|-----------------|------------|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Balikpapan | 23 | 8 | 5 | 8 | 28 | 8 |
| Batam | 11 | 4 | 4 | 6 | 15 | 4 |
| Cilegon | 14 | 5 | 3 | 5 | 17 | 5 |
| Cirebon | 8 | 3 | 2 | 3 | 10 | 3 |
| Duri | 15 | 5 | 4 | 6 | 19 | 5 |
| Jakarta | 191 | 66 | 39 | 62 | 230 | 65 |
| Palembang | 17 | 6 | 4 | 6 | 21 | 6 |
| Surabaya | 10 | 3 | 2 | 3 | 12 | 3 |
| Jumlah Total | 289 | 100 | 63 | 100 | 352 | 100 |



**Jumlah Karyawan Berdasarkan Jenis Kelamin dan Wilayah Penempatan Tahun 2023**

Number of Employees by Gender and Placement Area in 2023

| Wilayah Penempatan Placement Area | Pria Male | | Wanita Female | | Jumlah Total | |
|--------------------------------------|-----------------|-------------|------------------|-------------|-----------------|-------------|
| | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Balikpapan | 24 | 8% | 8 | 11% | 32 | 9% |
| Batam | 12 | 4% | 3 | 4% | 15 | 4% |
| Cilegon | 16 | 6% | 5 | 7% | 21 | 6% |
| Cirebon | 7 | 2% | 3 | 4% | 10 | 3% |
| Duri | 14 | 5% | 4 | 6% | 18 | 5% |
| Jakarta | 188 | 65% | 43 | 60% | 231 | 64% |
| Palembang | 17 | 6% | 4 | 6% | 21 | 6% |
| Surabaya | 12 | 4% | 2 | 3% | 14 | 4% |
| Jumlah Total | 290 | 100% | 72 | 100% | 362 | 100% |





Jumlah Karyawan Berdasarkan Tingkat Pendidikan

Number of Employees by Education Level



**Jumlah Karyawan
Berdasarkan Status
Kepegawaian dan
Wilayah**Number of Employees
by Employee Status and
Placement Area

| Wilayah Penempatan Placement Area | Karyawan Tetap Permanent Employees | Karyawan Tidak Tetap Non Permanent Employees | Jumlah Total |
|--------------------------------------|---------------------------------------|---|-----------------|
|--------------------------------------|---------------------------------------|---|-----------------|

2021

| | | | | | | |
|---------------------|------------|-------------|------------|-------------|------------|-------------|
| Balikpapan | 19 | 8% | 10 | 9% | 29 | 8% |
| Batam | 11 | 5% | 2 | 2% | 13 | 4% |
| Cilegon | 4 | 2% | 14 | 12% | 18 | 5% |
| Cirebon | 9 | 4% | 2 | 2% | 11 | 3% |
| Duri | 13 | 5% | 3 | 3% | 16 | 5% |
| Jakarta | 161 | 68% | 75 | 64% | 236 | 66% |
| Palembang | 9 | 4% | 10 | 9% | 19 | 5% |
| Surabaya | 12 | 5% | 1 | 1% | 13 | 4% |
| Jumlah Total | 238 | 100% | 117 | 100% | 355 | 100% |

2022

| | | | | | | |
|---------------------|------------|-------------|------------|-------------|------------|-------------|
| Balikpapan | 18 | 8% | 10 | 8% | 28 | 8% |
| Batam | 10 | 4% | 5 | 4% | 15 | 4% |
| Cilegon | 4 | 2% | 13 | 10% | 17 | 5% |
| Cirebon | 9 | 4% | 1 | 1% | 10 | 3% |
| Duri | 14 | 6% | 5 | 4% | 19 | 5% |
| Jakarta | 150 | 66% | 80 | 63% | 230 | 65% |
| Palembang | 9 | 4% | 12 | 10% | 21 | 6% |
| Surabaya | 12 | 5% | 0 | 0% | 12 | 3% |
| Jumlah Total | 226 | 100% | 126 | 100% | 352 | 100% |

2023

| | | | | | | |
|---------------------|------------|-------------|------------|-------------|------------|-------------|
| Balikpapan | 17 | 8% | 15 | 10% | 32 | 9% |
| Batam | 10 | 5% | 5 | 3% | 15 | 4% |
| Cilegon | 5 | 2% | 16 | 11% | 21 | 6% |
| Cirebon | 7 | 3% | 3 | 2% | 10 | 3% |
| Duri | 13 | 6% | 5 | 3% | 18 | 5% |
| Jakarta | 138 | 65% | 93 | 62% | 231 | 64% |
| Palembang | 8 | 4% | 13 | 9% | 21 | 6% |
| Surabaya | 14 | 7% | 0 | 0% | 14 | 4% |
| Jumlah Total | 212 | 100% | 150 | 100% | 362 | 100% |


Jumlah Karyawan Berdasarkan Usia dan Jenis Kelamin

Number of Employees by Age and Gender

| Kategori Karyawan Employee Category | Di bawah 30 tahun Under 30 years | | | | 30-50 tahun 30-50 years | | | | Di atas 50 tahun Above 50 years | | | |
|--|-------------------------------------|-------------|------------------|-------------|----------------------------|-------------|------------------|-------------|------------------------------------|-------------|------------------|-------------|
| | Pria Male | | Wanita Female | | Pria Male | | Wanita Female | | Pria Male | | Wanita Female | |
| 2021 | | | | | | | | | | | | |
| Penasihat Advisor | 0 | 0% | 0 | 0% | 4 | 2% | 0 | 0% | 5 | 11% | 3 | 60% |
| Komite Eksekutif Executive Committee | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 6% | 0 | 0% |
| Direksi Director | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 1 | 2% | 0 | 0% |
| Manajer Manager | 0 | 0% | 0 | 0% | 22 | 11% | 5 | 15% | 6 | 13% | 1 | 20% |
| Supervisor Supervisor | 2 | 4% | 2 | 8% | 44 | 23% | 9 | 26% | 5 | 11% | 0 | 0% |
| Staf Staff | 22 | 45% | 23 | 92% | 41 | 21% | 19 | 56% | 6 | 13% | 1 | 20% |
| Clerk Clerk | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Inspektor Inspector | 25 | 51% | 0 | 0% | 83 | 43% | 0 | 0% | 21 | 45% | 0 | 0% |
| Jumlah Total | 49 | 100% | 25 | 100% | 195 | 100% | 34 | 100% | 47 | 100% | 5 | 100% |
| 2022 | | | | | | | | | | | | |
| Penasihat Advisor | 2 | 5% | 0 | 0% | 2 | 1% | 0 | 0% | 9 | 15% | 2 | 33% |
| Komite Eksekutif Executive Committee | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 3 | 5% | 0 | 0% |
| Direksi Director | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Manajer Manager | 0 | 0% | 0 | 0% | 25 | 13% | 3 | 10% | 5 | 8% | 3 | 50% |
| Supervisor Supervisor | 3 | 7% | 2 | 7% | 40 | 22% | 9 | 30% | 9 | 15% | 0 | 0% |
| Staf Staff | 23 | 52% | 25 | 93% | 39 | 21% | 17 | 57% | 3 | 5% | 1 | 17% |
| Clerk Clerk | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% |
| Inspektor Inspector | 16 | 36% | 0 | 0% | 79 | 42% | 0 | 0% | 29 | 49% | 0 | 0% |
| Jumlah Total | 44 | 100% | 27 | 100% | 186 | 100% | 30 | 100% | 59 | 100% | 6 | 100% |
| 2023 | | | | | | | | | | | | |
| Penasihat Advisor | 2 | 5% | 0 | 0% | 4 | 2% | 0 | 0% | 13 | 19% | 0 | 0% |
| Komite Eksekutif Executive Committee | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 4 | 6% | 0 | 0% |
| Direksi Director | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% |
| Manajer Manager | 0 | 0% | 0 | 0% | 27 | 15% | 2 | 6% | 8 | 12% | 3 | 50% |
| Supervisor Supervisor | 3 | 7% | 2 | 6% | 34 | 19% | 8 | 26% | 8 | 12% | 2 | 33% |
| Staf Staff | 26 | 60% | 31 | 94% | 40 | 22% | 20 | 65% | 6 | 9% | 1 | 17% |
| Clerk Clerk | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% |
| Inspektor Inspector | 12 | 28% | 0 | 0% | 74 | 41% | 0 | 0% | 29 | 42% | 0 | 0% |
| Jumlah Total | 43 | 12% | 33 | 9% | 180 | 50% | 31 | 9% | 69 | 19% | 6 | 2% |



Pekerja Alih Daya

Outsource Workers

[2-8]

Kami juga mempekerjakan pekerja yang bukan karyawan. Mereka adalah pekerja yang bekerja berdasarkan kontrak yang telah disepakati, yang terdiri atas *Cleaning Services*, *Teknisi*, *Messenger*, *Helper*, *Supir*, *Resepsionis*, dan *Security*. Pada tahun 2023, jumlah pekerja lain yang bukan karyawan sebesar 70 orang.

Selain itu, kami juga memiliki pekerja lepas yang bertugas dalam menjalankan proyek Perusahaan dengan jumlah pekerja tersebut pada tahun 2023 sebanyak 2.447 orang.

We also employ non employees who work under agreed contracts, consisting of cleaning services, technicians, messengers, helpers, drivers, receptionists, and security. By 2023, the company employed 70 other non employed workers.

Besides, we also have freelancers in charge of running the company's project, with a total of 2,447 employees by 2023.

Rekrutmen dan Perputaran Karyawan

Employee Recruitment and Turnover

[401-1]

Radiant menghormati HAM dalam proses rekrutmen dengan memastikan tidak ada diskriminasi dan memberikan kesempatan yang sama kepada setiap orang sesuai yang tertuang didalam Kebijakan Sumber Daya Manusia sesuai Surat Keputusan Direksi nomor SKD/011/RUI/X/2023. Pada tahun 2023, Radiant merekrut 34 orang karyawan baru. Karyawan baru direkrut sesuai dengan kebutuhan posisi dan sumber daya Perusahaan, sedangkan tingkat turnover yang tinggi disebabkan karena berbagai alasan, seperti pensiun, mutasi, maupun hal pribadi lainnya.

Radiant respects human rights during the recruitment process by providing equal opportunities to all and prohibiting discrimination in strict adherence to the Directors Decree number SKD/011/RUI/X/2023 on Human Resources Policy. Radiant had onboarded 34 new personnel by 2023, in accordance with the organization's resource requirements and employee positions; the high turnover rate was attributable to a variety of factors, including retirement, mutations, and personal matters.

Jumlah Karyawan Baru
Number of New Employees




Tabel Jumlah Karyawan Baru

Table Number of New Employees

| Wilayah Penempatan Placement Area | Di bawah 30 tahun Under 30 years | | 30-50 tahun 30-50 years | | Di atas 50 tahun Above 50 years | | Jumlah Total | | |
|--------------------------------------|-------------------------------------|------------------|----------------------------|------------------|------------------------------------|------------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Jumlah Total |
| 2021 | | | | | | | | | |
| Balikpapan | 3 | 1 | 8 | 0 | 1 | 0 | 12 | 1 | 13 |
| Batam | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Cilegon | 6 | 0 | 1 | 0 | 0 | 0 | 7 | 0 | 7 |
| Cirebon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duri | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Jakarta | 16 | 3 | 5 | 1 | 0 | 0 | 21 | 4 | 25 |
| Palembang | 2 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 4 |
| Surabaya | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Jumlah Total | 28 | 4 | 18 | 1 | 1 | 0 | 47 | 5 | 52 |
| 2022 | | | | | | | | | |
| Balikpapan | 5 | 1 | 3 | 3 | 1 | 0 | 9 | 4 | 13 |
| Batam | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| Cilegon | 1 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 3 |
| Cirebon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duri | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jakarta | 16 | 4 | 6 | 0 | 0 | 0 | 22 | 4 | 26 |
| Palembang | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 2 |
| Surabaya | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 24 | 8 | 12 | 3 | 1 | 0 | 37 | 11 | 48 |
| 2023 | | | | | | | | | |
| Balikpapan | 1 | 3 | 0 | 0 | 1 | 0 | 2 | 3 | 5 |
| Batam | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Cilegon | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Cirebon | 1 | 0 | 1 | 1 | 0 | 0 | 2 | 1 | 3 |
| Duri | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jakarta | 7 | 7 | 5 | 0 | 2 | 0 | 14 | 7 | 21 |
| Palembang | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 |
| Surabaya | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 11 | 11 | 7 | 1 | 4 | 0 | 22 | 12 | 34 |

**Jumlah Karyawan Keluar**

Number of Employees Turnover

**Tabel Jumlah Karyawan Keluar**
Table Number of Employees Turnover

| Wilayah Penempatan Placement Area | Di bawah 30 tahun Under 30 years | | 30-50 tahun 30-50 years | | Di atas 50 tahun Above 50 years | | Jumlah Total | | |
|--------------------------------------|-------------------------------------|------------------|----------------------------|------------------|------------------------------------|------------------|-----------------|------------------|-----------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Jumlah Total |
| 2021 | | | | | | | | | |
| Balikpapan | 1 | 1 | 2 | 3 | 1 | 0 | 4 | 4 | 8 |
| Batam | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cilegon | 5 | 0 | 1 | 0 | 0 | 0 | 6 | 0 | 6 |
| Cirebon | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 2 |
| Duri | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Jakarta | 3 | 1 | 15 | 5 | 6 | 2 | 24 | 8 | 32 |
| Palembang | 4 | 1 | 7 | 1 | 1 | 0 | 12 | 2 | 14 |
| Surabaya | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 13 | 3 | 27 | 9 | 9 | 2 | 49 | 14 | 63 |



| Wilayah Penempatan Placement Area | Di bawah 30 tahun Under 30 years | | 30-50 tahun 30-50 years | | Di atas 50 tahun Above 50 years | | Jumlah Total | | |
|--------------------------------------|-------------------------------------|---------------|----------------------------|---------------|------------------------------------|---------------|--------------|---------------|--------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female | Jumlah Total |
| 2022 | | | | | | | | | |
| Balikpapan | 1 | 1 | 3 | 0 | 0 | 0 | 4 | 1 | 5 |
| Batam | 0 | 2 | 1 | 0 | 1 | 0 | 2 | 2 | 4 |
| Cilegon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cirebon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duri | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jakarta | 4 | 4 | 8 | 2 | 4 | 1 | 16 | 7 | 23 |
| Palembang | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Surabaya | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Jumlah Total | 8 | 7 | 13 | 2 | 5 | 1 | 26 | 10 | 36 |
| 2023 | | | | | | | | | |
| Balikpapan | 0 | 0 | 1 | 1 | 1 | 0 | 2 | 1 | 3 |
| Batam | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 2 |
| Cilegon | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cirebon | 0 | 0 | 4 | 0 | 0 | 0 | 4 | 0 | 4 |
| Duri | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 |
| Jakarta | 1 | 1 | 11 | 2 | 5 | 0 | 17 | 3 | 20 |
| Palembang | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Surabaya | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 1 | 2 | 17 | 3 | 7 | 0 | 25 | 5 | 30 |





Tingkat Perputaran Karyawan

Employee Turnover Rate

| Wilayah Penempatan Placement Area | Satuan Unit | 2021 | | | 2022 | | | 2023 | | |
|--------------------------------------|----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|
| | | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Balikpapan | % | 16,67 | 80,00 | 96,67 | 16,67 | 16,67 | 33,33 | 8,33 | 12,50 | 8,33 |
| Batam | | 0 | 0 | 0 | 18,18 | 50,00 | 68,18 | 8,33 | 33,33 | 8,33 |
| Cilegon | | 40,00 | 0 | 40,00 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cirebon | | 22,22 | 0 | 22,22 | 0 | 0 | 0 | 57,14 | 0 | 57,14 |
| Duri | | 7,69 | 0 | 7,69 | 0 | 0 | 0 | 7,14 | 0 | 7,14 |
| Jakarta | | 12,31 | 19,51 | 31,82 | 8,42 | 233,33 | 241,75 | 9,04 | 6,98 | 9,04 |
| Palembang | | 85,71 | 40,00 | 125,71 | 17,65 | 0 | 17,65 | 0 | 0 | 0 |
| Surabaya | | 0 | 0 | 0 | 10,00 | 0 | 10,00 | 0 | 0 | 0 |
| Jumlah Total | | 16,84 | 21,88 | 17,75 | 9,00 | 15,87 | 10,23 | 8,62 | 6,94 | 8,29 |

Alasan Karyawan Meninggalkan Perusahaan

Reasons for Employees to Leave the Company

| Alasan Keluar Reasons for Leave | 2021 | | | 2022 | | | 2023 | | |
|--|--------------|------------------|-----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Akumulasi tindakan disiplin Accumulation of disciplinary actions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Masa kontrak berakhir Expiration of contract | 22 | 7 | 29 | 12 | 6 | 18 | 4 | 2 | 6 |
| Kecelakaan diluar tempat kerja Accidents outside the workplace | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Kelebihan tenaga kerja/restrukturisasi Excess labor/restructuring | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Kesalahan berat Fatal error | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Kesepakatan bersama Mutual agreement | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Meninggal Dunia Passed away | 2 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 3 |
| Mangkir Absent | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mengundurkan diri Resigned | 8 | 5 | 13 | 8 | 4 | 12 | 17 | 3 | 20 |
| Pensiun dipercepat Accelerated retirement | 4 | 3 | 7 | 4 | 0 | 4 | 1 | 0 | 1 |
| Pensiun normal Normal retirement | 7 | 0 | 7 | 0 | 1 | 1 | 0 | 0 | 0 |
| Putusan pengadilan Conviction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sakit berkepanjangan Long illness | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tidak lulus masa percobaan Did not pass the probationary period | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Total | 43 | 15 | 58 | 25 | 11 | 36 | 25 | 5 | 30 |



Keberagaman dan Inklusivitas

Diversity and Inclusivity

[406-1] [F18]

Selama tahun pelaporan, Perusahaan mencatat tidak adanya kasus diskriminasi di lingkungan kerja. Perusahaan memberikan kesempatan kerja yang sama, bagi karyawan pria dan wanita. Perusahaan menjamin kesetaraan untuk setiap karyawan tanpa membedakan kesukuan, warna kulit, jenis kelamin, orientasi seksual, status perwalian, agama, pendapat politik, kebangsaan, latar belakang etnis, kehidupan sosial terdahulu, status sosial, ketidakmampuan atau usia yang diatur dalam Kode Etik Perusahaan sesuai Surat Keputusan Direksi dan Dewan Komisaris nomor SKB/003/RUI/XII/2022 Pasal (7). Kesetaraan kesempatan kerja juga menjadi aspek yang diperhatikan di saat proses perekrutan karyawan, penilaian kinerja, dan pengembangan karier.

Adapun berdasarkan kodratnya, Perusahaan menjamin karyawan perempuan untuk dapat bekerja kembali setelah mengambil cuti melahirkan. Selain itu Perusahaan terus berupaya meningkatkan representasi wanita dalam kepemimpinan senior dan level manajerial. Pada tahun 2023 Perusahaan telah memberdayakan karyawati sebanyak 20% dari total karyawan dan 9% diantaranya telah menempati posisi level manajerial ke atas.

Throughout the reporting period, the company did not observe any incidents of workplace discrimination. Male and female employees are afforded equal employment opportunities by the company. As established in Article (7) of the Corporate Code of Conduct set out in Joint Decree of the Directors and Board of Commissioners number SKB/003/RUI/XII/2022, the company ensures that all employees are treated equally, irrespective of their nationality, racial or ethnic background, previous social life, disability, sexual orientation, authority status, religion, political affiliation, personality, or age. Equal employment opportunities are additionally incorporated into the recruitment procedures, performance appraisal, and career development.

The company ensures that female employees will be able to resume their duties following maternity leave, with regard to their standing. Additionally, the company maintains its commitment to enhancing the presence of women in executive and managerial roles. By 2023, the company employed up to 20% of the total staff, and 9% of them had taken up managerial positions.

Pelatihan dan Pengembangan Karyawan

Employee's Training and Development

[F.22]

Perusahaan menyadari salah satu kunci untuk menjaga keberlanjutannya adalah dengan mengembangkan kompetensi karyawan. Oleh karena itu, Perusahaan menyediakan pelatihan yang sesuai dengan analisis kebutuhan yang dilaksanakan setiap tahunnya, mekanisme program pelatihan dan pengembangan telah diatur didalam Kebijakan Sumber Daya Manusia sesuai Surat Keputusan Direksi nomor SKD/011/RUI/X/2023 dan Prosedur Training dan Kompetensi nomor P/ HRD/004/2022.

Program-program pelatihan yang dilakukan di tahun 2023 dilakukan oleh pihak eksternal. Jenis pelatihan yang diberikan meliputi pelatihan soft skill dan hard skill. Rata-rata jam pelatihan pada tahun 2023 adalah sebanyak 47,54 jam per karyawan.

The company acknowledges that employee competence development is a critical factor in ensuring the sustainable growth of the business. As a result, the organization delivers training programs that align with the yearly training analysis. The framework for the training and development initiative is delineated in the Human Resources Policy in accordance with the Directors Decree number SKD/011/RUI/X/2023 and the Training and Competency Procedures number P/HRD/004/2022.

The training programs carried out in 2023 are external. The type of training provided includes training in soft skills and hard skills. The company had 47.54 hours per employee in average training hours by 2023.



Jumlah Jam Pelatihan Karyawan

Number of Hours Employee's Training

| Kategori Karyawan Employee Category | 2021 | | | 2022 | | | 2023 | | |
|--|--------------|------------------|-----------------|-----------------|------------------|-----------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Komite Eksekutif Executive Committee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Direksi Director | 0 | 0 | 0 | 14 | 0 | 14 | 134 | 0 | 134 |
| Manajer Manager | 686 | 0 | 686 | 27,8 | 266 | 293,8 | 96 | 40 | 136 |
| Supervisor Supervisor | 42 | 56 | 98 | 662 | 207 | 869 | 103 | 0 | 103 |
| Staf Staff | 3.781 | 21 | 3.802 | 2.745,8 | 718 | 3.463,8 | 157 | 267 | 424 |
| Inspektor Inspector | 0 | 0 | 0 | 0 | 0 | 0 | 7.567 | 383,6 | 7.950,6 |
| Jumlah Total | 4.509 | 77 | 4.586 | 3.449,60 | 1.191 | 4.640,60 | 8.057 | 690,60 | 8.747,60 |

Jumlah Karyawan yang Mengikuti Pelatihan

Number of Employees Attend Training

| Kategori Karyawan Employee Category | 2021 | | | 2022 | | | 2023 | | |
|--|--------------|------------------|-----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Komite Eksekutif Executive Committee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Direksi Director | 0 | 0 | 0 | 1 | 0 | 1 | 9 | 0 | 9 |
| Manajer Manager | 7 | 0 | 7 | 1 | 4 | 5 | 7 | 1 | 8 |
| Supervisor Supervisor | 8 | 3 | 11 | 7 | 5 | 12 | 6 | 0 | 6 |
| Staf Staff | 95 | 1 | 96 | 55 | 5 | 60 | 11 | 8 | 19 |
| Inspektor Inspector | 0 | 0 | 0 | 0 | 0 | 0 | 138 | 4 | 142 |
| Jumlah Total | 110 | 4 | 114 | 64 | 14 | 78 | 171 | 13 | 184 |

Jumlah Rata – Rata Pelatihan

Average Hours Training

[404-1]

| Kategori Karyawan Employee Category | 2021 | | | 2022 | | | 2023 | | |
|--|--------------|------------------|-----------------|--------------|------------------|-----------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Komite Eksekutif Executive Committee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Direksi Director | 0 | 0 | 0 | 14 | 0 | 14 | 14,89 | 0 | 14,89 |
| Manajer Manager | 98,00 | 0 | 98,00 | 27,80 | 66,50 | 94,30 | 13,71 | 40,00 | 53,71 |
| Supervisor Supervisor | 5,25 | 18,67 | 23,92 | 94,57 | 41,40 | 135,97 | 17,17 | 0 | 17,17 |
| Staf Staff | 39,80 | 21,00 | 60,80 | 49,92 | 143,60 | 193,52 | 14,27 | 33,38 | 47,65 |
| Inspektor Inspector | 0 | 0 | 0 | 0 | 0 | 0 | 54,83 | 95,9 | 150,73 |
| Jumlah Total | 40,99 | 19,25 | 40,23 | 53,90 | 85,07 | 59,49 | 47,12 | 53,12 | 47,54 |



Program Pensiu

Retirement Program

Perusahaan memberikan manfaat pensiu kepada karyawan yang memasuki usia 56 tahun. Kami memberikan Jaminan Pensiu (JP) kepada karyawan yang telah termasuk dalam BPJS Ketenagakerjaan. Selain jaminan tersebut, Perusahaan juga memberikan penghargaan bagi karyawan yang akan pensiu berupa plakat dan logam mulia sesuai yang tertuang didalam Kebijakan Sumber Daya Manusia sesuai Surat Keputusan Direksi nomor SKD/011/RUI/X/2023.

The company provides pension benefits to employees who have reached the age of 56. A pension guarantee is provided to employees who have been included in the "BPJS Ketenagakerjaan". The Directors Decree number SKD/011/RUI/X/2023 on Human Resources Policy specifies that, in addition to these assurances, the company grants an appreciation consisting of posters and precious metals to retiring employees.

Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety (OHS)

[403-1] [403-8] [F.21]

Pengelolaan K3 Perusahaan dilaksanakan dengan mematuhi Peraturan Pemerintah (PP) Republik Indonesia (RI) No. 50 Tahun 2012 dan telah memenuhi sertifikasi ISO 45001:2018. Kami juga telah memiliki Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dan mendapat nilai audit sebesar 87,34% dalam kategori tingkat lanjut yang diterbitkan oleh kementerian ketenagakerjaan (kemnaker) dan berlaku hingga mei 2025.

SMK3 yang dimiliki Radiant diberlakukan untuk seluruh karyawan (100%) dengan mengedepankan aspek keselamatan dan kesehatan dalam bekerja. Tidak ada kriteria dan kondisi khusus yang mengecualikan karyawan, aktivitas, dan tempat kerja pada pengungkapan informasi terkait kinerja pengelolaan K3.

Kami memastikan bahwa penerapan K3 selaras dengan terciptanya lingkungan bekerja yang layak dan aman, didukung dengan tersedianya alat deteksi asap dan alat pemadam kebakaran ringan (APAR), tempat ibadah, sarana olahraga, klinik kantor, dan perlengkapan P3K.

Radiant memiliki target yang sama setiap tahunnya, yaitu nihil kasus kecelakaan. Selain nihil kasus kecelakaan, kami juga memiliki beberapa target K3 untuk memaksimalkan pengelolaan K3:

The company's occupational health and safety (OHS) management is conducted in adherence to Government Regulations number 50 of 2012 of the Republic of Indonesia (RI) and has obtained ISO 45001:2018 certification. Additionally, we have an Occupational Health and Safety Management System (OHSMS) with an audit score of 87.34% in the advanced category that is valid until May 2025 from the Ministry of Employment.

The OHSMS that Radiant owns is universally applicable to all employees (100%), giving utmost importance to health and safety activities in the workplace. Employees, activities, and the work environment are not subject to any explicit criteria or restrictions regarding the disclosure of information pertaining to the performance of OHS management.

We ensure that the integration of OHS is consistent with the establishment of a decent and secure working environment by providing access to first aid kits, smoke detectors, fire extinguishers, and facility clinics in offices, sports facilities, and places of worship.

Zero accident is the yearly objective of Radiant. To optimize OHS management, there are also the following K3 objectives:

Zero Fatality, DAFWC, RIIC, MVC, First Aid, Property Damage, Security Breach, and Spill Liquid (L) Gas (Scufs)

Environmental Compliance Done (100%)

Internal / External Audit and Management Review as Planned (100%)

Compliance with Client SHE Training Requirement (100%)

Accident Closure (max. 4 days)

Number of Document and Posted Safety Meeting one at month (>=1/Month/Selected Area)

MCU Compliance (100%)

Top Management Visit to Branch (100%)



Identifikasi dan Penilaian Risiko K3

OHS Risk Identification and Assessment

[403-2] [403-7]

Radiant memiliki prosedur terkait dengan Manajemen Risiko Mutu, Keselamatan dan Kesehatan Kerja, dan Lingkungan (MK3L) dengan No. P/QSHE/001/2022. Identifikasi bahaya dan pengendalian resiko merupakan tanggung jawab dari Fungsi QSHE yang dilakukan pada semua kegiatan/proses kerja untuk meminimalisir terjadi kecelakaan akibat kerja atau penyakit akibat kerja sesuai yang tertuang dalam Kebijakan MK3L.

Dalam melakukan penilaian risiko, Perusahaan menggunakan formulir Job Safety and Environment Analysis (JSEA) sebagai alat bantu melakukan penilaian terhadap risiko MK3L yang berpotensi, sedangkan untuk penilaian risiko di proyek, kami menggunakan prosedur sesuai dengan acuan yang digunakan oleh klien. Penilaian MK3L dilakukan secara berkelanjutan maksimum setiap 3 tahun sekali dan/atau jika terdapat insiden maupun perubahan yang menyebabkan perubahan pada proses atau metode. Hal ini dilakukan guna memastikan informasi terkait risiko selalu terbaru dan tepat.

Hasil dari identifikasi dan penilaian risiko berupa tingkat risiko yang didapat berdasarkan pertimbangan nilai potensi kemungkinan bahaya MK3L muncul (*likelihood of occurrence*) dengan kemungkinan tingkat kerugian yang ditimbulkan (*severity of risk*). Kami mengkategorikan risiko yang diketahui sebagai kategori *low risk, moderate risk, high risk, dan extreme risk*.

Hasil dari penilaian tersebut digunakan untuk merumuskan tindakan pengendalian dengan memperhatikan tingkat risiko dan tindakan perbaikan dari yang sebelumnya telah ada. Hal ini berguna untuk mengatasi risiko dari tiap kegiatan operasional ataupun kegiatan proyek.

Pelaksanaan tindakan pengendalian dalam mengurangi bahaya dan meminimalisir risiko dilakukan menerapkan Kontrol Hirarki yang terdiri dari:

| | | | | |
|--|--|---|---|--|
| <p>Eliminasi, tindakan menghilangkan sumber bahaya Elimination, action to eliminate the source of hazards</p> | <p>Substitusi, tindakan mengganti sumber/ peralatan/mesin/ material yang dinilai bahaya dengan tingkat risiko yang lebih rendah (aman) Substitution, action replacing the source/ equipment/machine/ material assessed as hazardous with a lower level of risk (security)</p> | <p>Kontrol Teknik, melakukan modifikasi/ rekayasa suatu alat atau bahan untuk mengurangi risiko kecelakaan atau paparan bahaya Engineering Control, performing modification or mechanization of a tool or material to reduce the risk of accident or exposure to hazards</p> | <p>Kontrol Administratif, menetapkan instruksi kerja tertentu sampai pada tingkat risiko yang dapat diterima atau menyediakan fasilitas dan peralatan pendukung Administrative control, establishing specific work instructions up to an acceptable risk level, or providing supporting facilities and equipment</p> | <p>Alat Pelindung Diri (APD), disesuaikan terhadap pekerjaan yang dilakukan untuk melindungi pekerja dari paparan langsung bahaya Personal Protective Equipment (PPE), adjusted to the scope of work to protect workers from direct exposure to hazards</p> |
|--|--|---|---|--|



Pelatihan terkait K3

OHS Training

[403-5]

Berdasarkan risiko kerja yang telah diidentifikasi, Perusahaan melaksanakan pelatihan K3 yang relevan sebagai upaya mitigasi K3. Perusahaan memiliki manajemen program tahunan, salah satunya terkait pelatihan tanggap darurat yang terbagi menjadi dua, yaitu *drill safety* dan *drill environment*.

Selama tahun 2023, Perusahaan menyertakan karyawan pada beberapa pelatihan K3 eksternal, diantaranya Ahli K3 Umum (AK3U), Auditor SMK3 Kemnaker, AK3U Pengawas Migas, Pengawas K3 Utama Migas BNSP.

As part of its OHS mitigation efforts, the organization conducts pertinent OHS training in response to the identified work risk. An element of the organization's yearly management program pertains to emergency response training and is structured into the following two components: *drill safety* and *drill environment*.

The organization enrolled personnel in multiple external K3 training programs in 2023, General OHS Specialist (AK3U), OHMSMS Auditor from the Minister of Employment, AK3U Oil and Gas Supervisor, and Oil and Gas OHS Main Supervisor from the National Agency of Profession Certification.

Kecelakaan Kerja

Work-related Injuries

[403-9]

Kami mempunyai prosedur dalam pengumpulan data kecelakaan dengan No. P/QSHE/007/2022 tentang Pelaporan dan Investigasi Insiden. Dalam prosedur tersebut ditetapkan kategori kecelakaan kerja sesuai dengan konteks Perusahaan sebagai berikut:

We have procedures for the collection of accident data with Number No.P/QSHE/007/2022 on Incident Reporting and Investigation. The procedure defines the following categories of work-related injuries in accordance with the context of the company:

Kecelakaan kerja

Work accident

| Uraian Description | 2023 | 2022 | 2021 |
|--|-----------|-----------|-----------|
| Fatalitas (meninggal) akibat kecelakaan kerja Fatality (death) due to work accident | 0 | 0 | 0 |
| Cedera terkait pekerjaan dengan konsekuensi tinggi (tidak termasuk meninggal)* High-consequence work-related injury (excluding death)* | 0 | 0 | 0 |
| Jumlah seluruh kecelakaan kerja (termasuk fatalitas dan cedera terkait pekerjaan dengan konsekuensi tinggi) Total recordable work-related injuries (including death and high-consequence work-related injury) | 4 | 0 | 0 |
| Jumlah jam kerja dalam setahun Total hours worked in a year | 8.776.605 | 6.381.583 | 8.673.098 |

Keterangan | Note:

*Cedera terkait pekerjaan dengan konsekuensi tinggi: cedera yang menyebabkan pekerja tidak dapat pulih kembali seperti semula (misalnya, amputasi anggota tubuh, cacat tetap), atau pekerja yang membutuhkan waktu untuk pulih sepenuhnya dalam 6 bulan atau lebih (misalnya patah tulang dengan komplikasi).

*High-consequence work-related injury: injuries that cause workers to be unable to recover from their original state (e.g., limb amputations, permanent disability), or workers who take time to fully recover within 6 months or more (e.g., fractures with complications).

**Tingkat Kecelakaan Kerja**

Work Accident Rate

| Uraian Description | 2023 | 2022 | 2021 |
|--|------|------|------|
| Tingkat fatalitas Rate of fatality | 0 | 0 | 0 |
| Tingkat cedera terkait pekerjaan dengan konsekuensi tinggi Rate of high-consequence work-related injury | 0 | 0 | 0 |
| Tingkat seluruh kecelakaan kerja Rate of recordable work-related injuries | 0 | 0 | 0,46 |

Keterangan | Note:

Perusahaan menghitung tingkat kecelakaan kerja berdasarkan 1.000.000 jam kerja.

The company calculates work accident rates based on 1,000,000 working hours.

Jenis Kecelakaan Kerja

Types of Work Accidents

[F15]

| Jenis Kecelakan Kerja Types of Work Accidents | 2023 | 2022 | 2021 |
|--|----------|----------|----------|
| Days Away From Work (DAFW) | 0 | 0 | 0 |
| Total Recordable Incident (TRI) | 0 | 0 | 0 |
| Motor Vehicle Crash (MVC) | 2 | 0 | 0 |
| Medical Treatment Injury (MTI) Case | 2 | 0 | 0 |
| First Aid Case | 0 | 0 | 0 |
| Lost time Injury | 0 | 0 | 0 |
| Equipment Accident | 0 | 0 | 0 |
| Properti Damage | 0 | 0 | 0 |
| Fire Case | 0 | 0 | 0 |
| Oil Spill | 0 | 0 | 0 |
| Jumlah Total | 4 | 0 | 0 |

Layanan dan Promosi K3

OHS Service and Promotions

[403-3][403-6][403-10]

Kami sadar bahwa setiap aktivitas kami selalu mempunyai potensi bahaya yang dapat menimbulkan kerugian baik itu bagi Perusahaan maupun sekitarnya. Oleh karena itu kami menetapkan Kebijakan Stop Work Authority (SWA) dan Instruksi Kerja Safety Observation Study (SOS) No. SOP/QSHE/003/2022.

Kebijakan SWA merupakan wewenang untuk menghentikan pekerjaan jika dalam kondisi tidak nyaman dan berpotensi terjadinya insiden yang bisa merugikan harta dan benda. Instruksi Kerja Safety Observation Study (SOS) bertujuan untuk dapat melakukan pengidentifikasi terhadap tindakan kondisi

We are aware that every activity undertaken carries with it a potential risk of harming both the organization and its environment. We therefore established the Stop Work Authority (SWA) Policy and the Safety Observation Study (SOS) Number SOP/QSHE/003/2022.

The authority to stop work in unsettling conditions and potentially damaging property incidents has been embedded in the SWA policy. The objective of the Work Instruction Safety Observation Study (SOS) is to generate identifications for hazardous condition actions and to heighten employee



yang tidak aman serta meningkatkan kewaspadaan perilaku karyawan pada kondisi aman di tiap lingkungan kerja. Sehingga dapat meningkatkan budaya Keselamatan Kesehatan dan Lingkungan Kerja (K3L) pada karyawan.

Pemantauan dan evaluasi terhadap penerapan K3 dilakukan oleh Fungsi SHE setiap satu bulan sekali dengan melaksanakan inspeksi bulanan. Evaluasi dilakukan untuk memastikan kesesuaian implementasi terhadap kebijakan yang ditetapkan. Evaluasi K3 memerhatikan faktor fisika, kimia, hingga ergonomi.

Mitigasi lainnya dilakukan dengan melaksanakan QSHE Monthly Meeting yang menyampaikan kinerja K3, HSE Campaign and Sharing Knowledge, QSHE Event, serta Hasil Inspeksi dan Isu QSHE pada proyek yang aktif. Sharing Knowledge yang diberikan terkait K3 beberapa diantaranya pembahasan mengenai bahaya microsleep, pencegahan penyakit jantung, titik jepit, polusi udara dan topik lain yang beragam setiap bulannya. Kami juga melakukan kampanye terkait K3 melalui spanduk, Situs Web Internal Perusahaan, dan menempatkan rambu keselamatan untuk bentuk peringatan pada posisi dan kondisi yang tidak aman, serta menerapkan sistem log out tag out (LOTO) dalam melakukan pengoperasian mesin atau alat.

Mitigasi terkait kesehatan karyawan dilaksanakan dengan menyediakan fasilitas pemeriksaan untuk memonitor kesehatan karyawan setiap tahun sekali yakni Medical Check Up (MCU) yang wajib dilakukan oleh seluruh karyawan. MCU untuk karyawan proyek terutama untuk karyawan yang bekerja dengan paparan risiko tinggi dilakukan sebanyak dua kali dalam satu tahun. MCU juga termasuk dalam salah satu tahapan proses rekrutmen sebelum calon karyawan dinyatakan resmi sebagai karyawan.

Kami bekerja sama dengan vendor pelaksanaan MCU dalam membuat *mind map* atas hasil MCU yang digunakan untuk pemeriksaan lebih lanjut. Selanjutnya, karyawan yang mendapatkan catatan kesehatan akan dipanggil untuk berkonsultasi dan diberikan perawatan oleh dokter yang disediakan oleh vendor MCU yang datang ke kantor Pusat Radiant. Hingga akhir tahun 2023, kami tidak mencatat adanya penyakit akibat kerja baik untuk karyawan di kantor dan project. Hasil MCU menunjukkan catatan kesehatan yang berhubungan dengan pola hidup masing-masing individu, seperti obesitas, jantung, dan gula darah.

Selain itu, kami juga menyediakan klinik kantor di lantai 2 kantor pusat Perusahaan, kotak P3K di setiap lantai, memberikan asuransi kesehatan swasta yang terdiri dari rawat jalan, rawat inap, dan pembedahan. Radiant juga memiliki kebijakan pencegahan dan penanggulangan HIV/AIDS ditempat kerja dan kebijakan tentang minuman keras, narkotika, dan obat terlarang guna menciptakan lingkungan kerja yang sehat dan nyaman. Selain itu, kami juga mendukung kesehatan karyawan dengan menyelenggarakan program keolahragaan yang terdiri dari badminton, mini soccer, dan yoga.

awareness of safe condition behavior in every work environment. With the objective of enhancing the organizational culture regarding health, safety, and the environment (HSE).

The SHE function conducts monthly inspections as part of its monitoring and evaluation of the OHS implementation. The evaluation is conducted to ensure compliance with the established policy. The OHS evaluation takes into account physical, chemical, and ergonomic factors.

Other mitigations were carried out by conducting the QSHE Monthly Meeting, which presented the HSE performance, HSE Campaign and Sharing Knowledge, QSHE Event, as well as the results of the inspections and issues of QSHE on active projects. OHS-related knowledge sharing encompasses monthly discussions on a variety of subjects, including the dangers of microsleep, heart disease prevention, pinch point, and air pollution. We also conduct OHS-related campaigns through banners, the company's internal web site, and put security banners in the form of warnings on unsafe positions and conditions, as well as implementing a log-out tag-out system (LOTO) for carrying out operations on machines or devices.

The health-related mitigation of employees is accomplished through the implementation of a mandatory inspection facility known as the Medical Checkup (MCU), which is conducted annually to assess the health of all employees. Twice a year, the MCU for employees in the project is completed, particularly for employees who work with high-risk exposure. Furthermore, MCU is incorporated into one of the phases of the hiring procedure prior to the candidate employee being formally hired.

We collaborate with MCU vendors to generate a mind map containing the MCU results that are subsequently analyzed. Following the acquisition of a health record, a doctor hired through MCU vendors will get in touch with the employees and treat them. In addition, emergency aid kits are provided on each floor, and office clinics are located on the second floor of the company's headquarters. At the end of 2023, we did not record any work-related illnesses for employees in offices and projects. MCU results show health records related to each individual's lifestyle patterns, such as obesity, heart disease and blood sugar.

Furthermore, we offer private health insurance that encompasses surgery, inpatient care, and outpatient care. To foster a healthy and pleasant work environment, Radiant has implemented policies regarding alcoholic beverages, narcotic drugs, illicit drugs, and HIV/AIDS prevention and control in the workplace. Furthermore, we prioritize the well-being of employees by coordinating a fitness regimen that incorporates, badminton, mini-soccer, and yoga.



Partisipasi Karyawan dalam Penerapan K3

Worker Participation in OHS Implementation

[403-4]

Kami memiliki tim P2K3 (Panitia Pembinaan Kesehatan dan Keselamatan Kerja) sebagai wadah terselenggarakannya partisipasi, konsultasi dan komunikasi tentang informasi terkait aktivitas bisnis maupun sistem manajemen perusahaan termasuk MK3L.

Tim P2K3 terdiri dari pimpinan perusahaan sebagai ketua, Ahli Keselamatan dan Kesehatan Kerja Umum (AK3U) Perusahaan sebagai sekretaris, dan perwakilan karyawan sebagai anggota tim. Seluruh anggota tim P2K3 telah disahkan dan mendapat sertifikat pengesahan yang dikeluarkan oleh Dinas Tenaga Kerja (Disnaker). Tim P2K3 juga secara rutin melakukan pelaporan terkait implementasi kegiatan P2K3 ke Disnaker setiap tiga bulan sekali serta melakukan pertemuan rutin tim P2K3 sebanyak satu kali dalam setahun.

Komunikasi K3 juga dilaksanakan melalui QSHE Monthly Meeting yang melibatkan seluruh cabang Radiant dan seluruh fungsi di kantor pusat. Kami tidak membatasi karyawan jika ingin memberikan kritik, saran, terhadap implementasi K3 maupun berbagi informasi terkait K3 pada saat agenda tersebut.

We have a P2K3 team (HSE Committee) as a facility for participation, consultation, and communication on information related to business activities as well as corporate management systems, including QSHE.

The P2K3 team consists of the company's leader as head, the company's General Occupational Safety and Health (AK3U) as secretary, and employee representatives as team members. The Labour Service (Disnaker) has certified and issued certificates of authentication to all P2K3 team members. The P2K3 team also routinely reports on the implementation of P3K3 activities to Department of Manpower and Transmigration every three months and holds regular meetings of the P2K3 team as many as once a year.

OHS communications are also carried out through the QSHE Monthly Meeting which involves the entire Radiant Branch and the entire function at headquarters. We don't restrict employees if they want to criticize, advise against OHS implementation, or share OHS-related information at the time of the agenda.

Peningkatan Kesejahteraan Karyawan

Enhancement of Employee Welfare

[202-1] [401-2] [F.20]

Perusahaan menawarkan imbal jasa berupa kompensasi dan benefit yang kompetitif yang terdiri dari: gaji pokok, tunjangan, bantuan, insentif, dan bonus. Dalam Kebijakan Sumber Daya Manusia sesuai Surat Keputusan Direksi nomor SKD/011/RUI/X/2023 pada Pasal 41 tentang gaji pokok, Perusahaan menetapkan gaji pokok terendah yang diterima karyawan sesuai dengan UMP dan/atau UMK daerah setempat.

Radiant juga memberikan berbagai fasilitas untuk karyawan yang terdiri dari: BPJS Kesehatan dan Ketenagakerjaan, MCUs, dan Perlengkapan Kerja untuk seluruh karyawan. Perusahaan juga memberikan Asuransi Kesehatan, Excess Claim, Penggantian Kacamata, dan Donasi bagi karyawan overhead baik tetap maupun kontrak.

Perusahaan juga menyediakan pinjaman karyawan yang berlaku untuk karyawan tetap. Terdapat juga kendaraan dinas untuk jabatan tertentu dalam bentuk tunjangan sewa kendaraan yang

The company offers competitive compensation and benefits that consist of a basic salary, benefits, aid, incentives, and bonuses. In the Directors Decree Number SKD/011/RUI/X/2023 on Human Resources Policy in Article 41 at basic wages, the company establishes the minimum basic wage that employees receive according to the local minimum wage (UMP and/or UMK).

Radiant also provides a range of facilities for employees, consisting of BPJS Health and Employment, MCUs, and Working Equipment for All Employees. The company also provides Health Insurance, Excess Claim, Glasses Replacement, and Donations for both permanent and contractual overhead employees.

The company also provides employee loans applicable to permanent employees. There are also service vehicles for specific posts in the form of non permanent vehicle rental



bersifat tidak tetap, melekat kepada jabatan, dan diberikan selama karyawan diamanahkan. Jabatan tersebut meliputi karyawan dengan jabatan Vice President, Head of Business Unit (HoBU) dan Division Head yang dikaitkan dengan karakteristik tugas, tanggung jawab dan wewenang jabatannya.

benefits, attached to the post, and granted as long as the employee is entrusted. Such posts include those with the positions of Vice President, Head of Business Unit (HoBU), and Division Head associated with the characteristics of their duties, responsibilities, and authority.

Penilaian Kinerja Karyawan

Employee Performance Appraisal

[404-3]

Perusahaan melakukan penilaian atas kinerja untuk seluruh karyawan (100%) di setiap jenjang jabatan baik karyawan tetap, kontrak, dan lapangan/inspektor. Penilaihan kinerja menggunakan Indikator Kinerja Utama (IKU) sebagai alat ukut pencapaian target kerja yang dituangkan dalam program kerja. Tinjauan dilakukan sebagai dasar pemberian incentif, penyesuaian status kepegawaian, dan pengembangan karier.

The organization conducts performance appraisals for every employee (100%) across all hierarchical levels, including permanent, contract, and field/inspector employees. Performance appraisals apply Key Performance Indicators (KPIs) to facilitate the attainment of the work program's intended job objectives. The purpose of the evaluation is to establish a foundation for career advancement, employment status adjustments, and incentive programs.

Hak Cuti Orang Tua

Parental Leave

[401-3]

Karyawan wanita berhak atas cuti melahirkan selama tiga bulan. Adapun cuti melahirkan tidak mengurangi cuti tahunan mereka. Bagi karyawan wanita yang mengalami keguguran tidak disengaja (abortus provocatus) dengan alasan medis mendapatkan cuti keguguran selama satu setengah bulan.

Selain itu, bagi karyawan pria yang mendampingi istrinya sah melahirkan dan/atau keguguran diberikan izin tidak masuk kerja selama dua hari kerja tanpa mengurangi cuti tahunannya.

Female employees are entitled to maternity leave for three months, which does not reduce their annual leave. The female employee who has had an unintentional miscarriage (abortus provocatus) on medical grounds is entitled to abortion leave for one and a half months.

Furthermore, for male employees who accompany legal wives in childbirth and/or miscarriage are allowed to not work for two working days without reducing their annual leave.

| Uraian Description | Satuan Unit | 2021 | | 2022 | | 2023 | |
|--|----------------|--------------|------------------|--------------|------------------|--------------|------------------|
| | | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Karyawan yang mengambil cuti melahirkan Employees taking maternity leave | | 0 | 10 | 0 | 7 | 9 | 5 |
| Karyawan yang kembali bekerja setelah cuti melahirkan atau selesai Employees who return to work after maternity leave or completion | | 0 | 8 | 0 | 7 | 9 | 5 |
| Karyawan yang kembali dan tetap bekerja dalam 12 bulan setelah cuti melahirkan selesai Employees who return and remain employed within 12 months of completion of maternity leave | | 0 | 8 | 0 | 7 | 9 | 5 |
| Tingkat Kembali Bekerja Return to Work Rate | % | 0 | 80 | 0 | 100 | 100 | 100 |
| Tingkat Retensi Retention Rate | | 0 | 73 | 0 | 70 | - | 71 |



Penghargaan Masa Bakti

Service Period Award

Radiant memberikan penghargaan atas dedikasi karyawan selama bekerja di lingkungan Perusahaan. Masa bakti dimulai dari masa pengabdian mencapai genap 5 (lima) tahun secara terus menerus. Untuk selanjutnya berlaku masa bakti kelipatan 5 (lima) tahun sampai batas masa bakti maksimal yaitu 30 tahun.



Radiant values the dedication of employees during their work in the company's environment. Service period starts when the service period reaches five years in a continuous manner, and it then increases by five years until the service period is thirty years.





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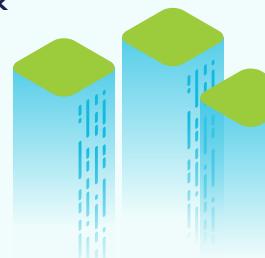
BISNIS YANG INKLUSIF DAN BERKELANJUTAN

INCLUSIVE AND SUSTAINABLE BUSINESS



Pada tahun 2023, Radiant mengaktifkan kembali Unit Bisnis New & Renewable Energy serta pembentukan Dept. Solar Energy dibawahnya untuk melanjutkan bisnis panel surya yang sebelumnya diinkubasi. [F.26]

In 2023, Radiant reactivated the New & Renewable Energy Business Unit as well as the establishment of the Solar Energy Department under it to continue the previously incubated solar panel business. [F.26]



PLTS Dua Putra

PLTS Dua Putra

Proyek pemasangan Pembangkit Listrik Tenaga Surya (PLTS) yang berlokasi di Pati, Jawa Tengah, dengan kapasitas 415,8 kWp.

The installation of a Solar Power Plant (PLTS) in Pati, Central Java, with a capacity of 415.8 kWp.



PLTS Kilang LPG

PLTS Kilang LPG

Proyek pemasangan PLTS Kilang LPG Ongrid 25,74 kWp & Offgrid Hybrid 25,74 kWp + ESS 150 kWh yang berlokasi di Babelan, Bekasi, Jawa Barat.

The installation project PLTS Ongrid 25.74 kWp LPG Factory & Offgrid Hybrid 25.74 kWp + ESS 150 kWh located in Babeloa, Bekasi, West Java.



PLTS Matak Natuna

PLTS Matak Natuna

Proyek pemasangan PLTS di Matak Natuna milik Medco E&P Natuna. Proyek ini mendukung diversifikasi sumber daya energi dan diharapkan dapat meningkatkan kemandirian energi dan memberikan dampak positif pada komunitas lokal di Natuna.

The PLTS installation project at Matak Natuna is for Medco E&P Natuna. The project supports the diversification of energy resources and is expected to increase energy independence and have a positive impact on the local communities in Natuna.





Survei Kepuasan Pelanggan

Customer Satisfaction Survey

[2-26] [F.17] [F.27] [F.28] [F.29] [F.30]

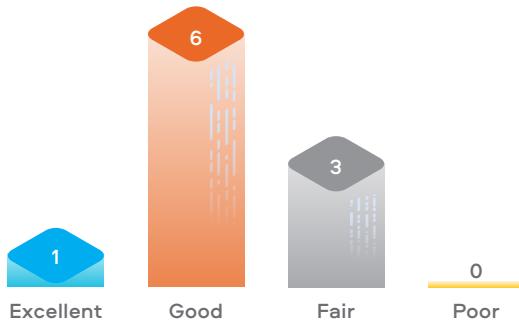
Perusahaan telah menerapkan sistem manajemen mutu berbasis ISO 9001:2015 dan memastikan untuk memberikan produk dan/atau jasa yang ditawarkan setara kepada pelanggan. Perusahaan terus berupaya untuk memastikan seluruh produk dan/atau jasa diberikan telah dievaluasi keamanannya. Perusahaan juga memastikan kualitas terhadap produk dan/atau jasa yang ditawarkan dan melakukan perbaikan dan peningkatan kepuasan pelanggan.

Hal ini dilakukan melalui survei kepuasan yang dilakukan setiap pekerjaan telah selesai dilakukan oleh masing-masing unit bisnis. Hingga saat ini, tidak terdapat produk dan/atau jasa yang ditawarkan ditangguhkan atau ditarik kembali setelah diluncurkan.

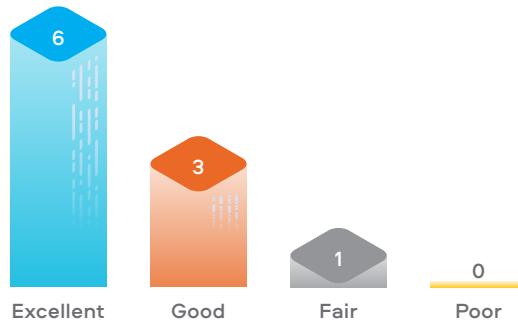
The company has established a quality management system in accordance with ISO 9001:2015 standards, which guarantees the provision of equivalent products and/or services to its customers. The company continues its efforts to ensure that all products and/or services provided have been evaluated for safety. Maintaining quality and enhancing customer satisfaction remain two of the company's ongoing objectives.

This is accomplished by utilizing satisfaction surveys from each business unit that has completed their project. The discontinuation went smoothly and up until the end of 2023 there were no complaints regarding the discontinuation of these products and/or services.

Ketepatan
Punctuality



Personil
Personnel



Teknologi
Technology



Kesehatan, Keselamatan, dan Lingkungan
Health, Safety, and Environment

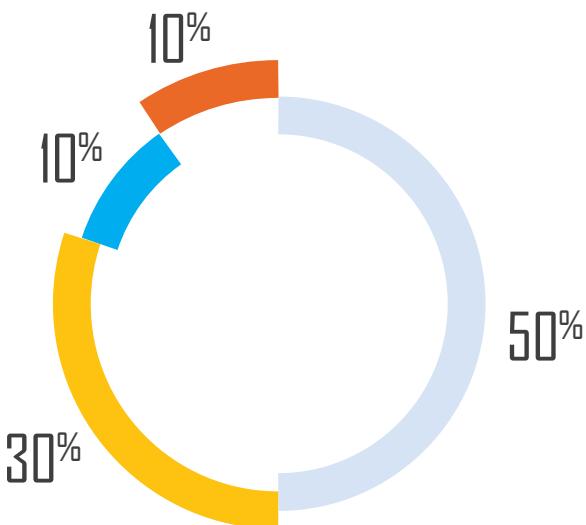




Tingkat Kepuasan Pelanggan

Customer Satisfaction Level

- █ Tingkat kepuasan Nilai 10
Tingkat kepuasan Nilai 10
- █ Tingkat kepuasan Nilai 9
Tingkat kepuasan Nilai 9
- █ Tingkat kepuasan Nilai 8
Tingkat kepuasan Nilai 8
- █ Tingkat kepuasan Nilai 7
Tingkat kepuasan Nilai 7



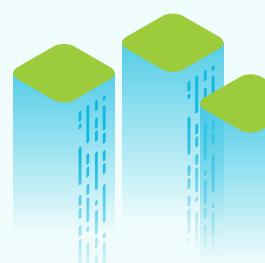
Keterangan | Note:

Skala yang digunakan untuk mengukur tingkat kepuasan yaitu 0-10

The scale used to measure satisfaction is 0-10.

Radiant berkontribusi terhadap peluncuran Indonesia Bursa Karbon dengan mendaftar sebagai Pengguna Jasa Karbon (PJBK). Selain itu, pendaftaran ini dilakukan juga dilakukan Perusahaan sebagai pembeli kredit karbon untuk investasi maupun inisiatif pengurangan emisi melalui carbon offset di masa mendatang.

Radiant contributed to the Indonesia Carbon Exchange's launch through the Carbon Service User (PJBK) registration process. Additionally, the company registered as PJBK in its role as a future buyer of carbon credits, which it uses for investments and emission reduction initiatives through carbon offset.





Rantai Nilai dan Hubungan Bisnis

Value Chain and Business Relationship

[2-6]

Perusahaan mengelola rantai pasokan secara efektif dengan berintegrasi bersama anak usaha. Pelaksanaan pengadaan yang transparan dan akuntabel dikelola oleh Fungsi Procurement. Pelaksanaan rantai pasokan juga dilaksanakan dengan mengutamakan pelibatan pemasok lokal dengan nilai pengadaan mencapai 17,70% dari total pengadaan sebesar Rp 70.147.996.067.

Kami memiliki kriteria dalam proses seleksi vendor/pemasok/subkon yang diatur dalam Kebijakan Pengadaan Barang dan Jasa No. SKD/12/RUI/III/2022 dalam Pasal 20. Pihak-pihak yang dapat menjadi Vendor/Supplier/Subkon adalah yang telah dinilai layak melalui prosedur penilaian kelayakan vendor/supplier/subkon dengan kategori sebagai berikut:

- Perusahaan nasional berbadan hukum yang memiliki izin di bidang usaha penyedia produk atau jasa yang dibutuhkan.
- Perusahaan asing yang berbadan hukum yang melakukan transaksi perdagangan internasional atau memiliki perwakilan usaha dan atau perusahaan di Indonesia.
- Koperasi yang berbadan hukum.
- Perusahaan-perusahaan yang dipersyaratkan dalam kontrak dengan klien.
- Toko Kelontong
- Vendor direkomendasikan oleh klien.

Kami juga mengkategorikan pihak-pihak yang tidak dapat menjadi vendor/supplier/subkon dengan ketentuan sebagai berikut:

- Vendor yang dikategorikan dalam daftar hitam oleh Perusahaan.
- Vendor yang dimiliki oleh keluarga karyawan atau karyawan Perusahaan sendiri.
- Vendor yang tidak direkomendasikan oleh Klien.
- Vendor yang merupakan *Sister Company* atau berafiliasi dengan kompetitor Radian, kecuali disetujui oleh Manajemen.

Pada tahun 2023, kami melaksanakan inisiatif terkait dengan sentralisasi pengadaan dalam kebutuhan MCU & Training Perusahaan. Dengan dilakukan sentralisasi ini, memberikan kemudahan dalam menyediakan MCU dan training untuk karyawan proyek dan meningkatkan transparansi dalam praktik pengadaan.

Pelaksanaan evaluasi terhadap vendor/pemasok/subkon juga tercantum dalam Kebijakan Pengadaan Barang dan Jasa pasal 22, yaitu setiap satu kali dalam setahun. Subjek penilaian dalam evaluasi ini mencakup aspek *responsibility, price, flexibility, QSHE, dan delivery*. Adapun kriteria vendor/pemasok/subkon yang dievaluasi adalah sebagai berikut:

- Vendor/Pemasok/Subkon yang melakukan transaksi total di atas Rp. 200.000.000,- per tahun;
- Vendor/Pemasok/Subkon yang terikat kontrak kerjasama;
- Transaksi yang mengandung risiko;
- Vendor/Pemasok/Subkon yang melakukan transaksi lebih dari 5 (lima) kali dalam satu tahun.

Through the integration of subsidiaries, businesses effectively manage their supply chains. Procurement functions effectively oversee the transparent and accountable execution of procurement activities. Furthermore, local suppliers are given precedence in supply chain implementation, resulting in 17.70% of the total procurement value of Rp 70,147,996,067.

The criteria for selecting vendors/suppliers/subcontractors are outlined in Article 20 of Procurement Policy Number SKD/12/RUI/III/2022. The eligible parties to become vendors/suppliers/subcontractors are those that have undergone an evaluation process to determine their eligibility. Eligible parties fall into the following categories:

- National legal companies that possesses a license in the industry in which the vendors/suppliers/subcontractors of the required product or service.
- Foreign legal companies that engage in global commerce activities or maintain a representative office or subsidiary in Indonesia.
- Legal co-operation.
- Companies required in the contract with the client.
- Convenience store
- Vendor recommended by the client.

The following terms are also used to classify parties that are ineligible to serve as vendors/suppliers/subcontractors:

- Vendors are categorized as blacklisted by company.
- Vendors are owned by a family of employees or employees of the company itself.
- Vendor was not recommended by the client.
- Vendors who are sister companies or affiliated with Radian competitors, unless approved by the management.

By 2023, we aim to have executed endeavors pertaining to the centralization of procurement for MCUs and training. Through this centralization, we facilitated the provision of MCU and training for project employees and improved procurement practice transparency.

An annual evaluation of vendors/suppliers/subcontractors is also performed, in accordance with Article 22 of Procurement Policy. The components assessed in this evaluation comprise responsibility, price, flexibility, QSHE, and delivery. Regarding the evaluation of vendor/supplier/subcontractor criteria, the following are outlined:

- Vendors/Suppliers/Subcontractors whose annual transaction volume exceeds Rp 200,000,000;
- Vendors/Suppliers/Subcontractors entitled to cooperation contracts;
- Transactions had potential risks;
- Vendors/Suppliers/Subcontractors who engage in business transactions in excess of five times per year.



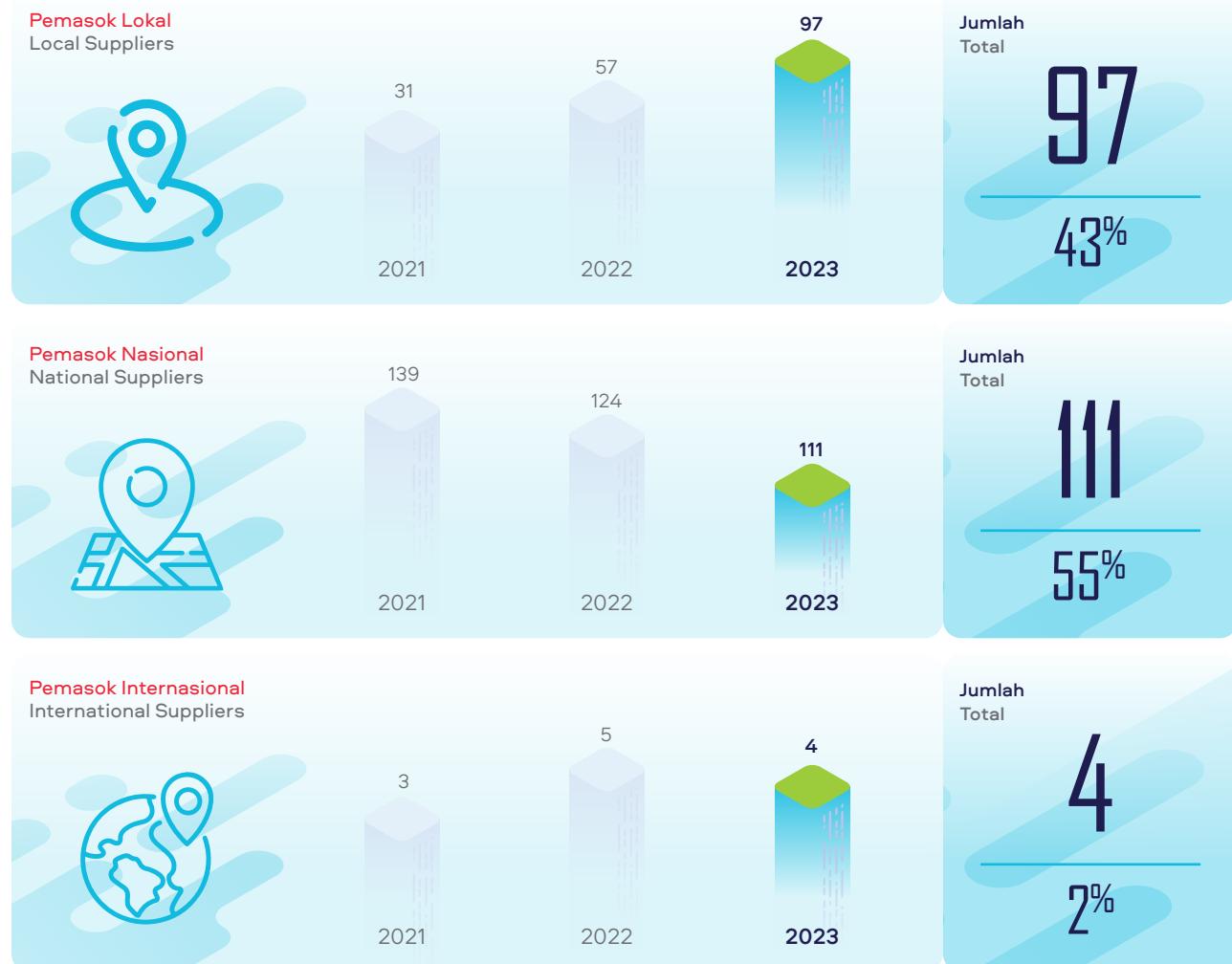
Dalam mengoptimalkan rantai nilai bisnis Perusahaan, Radiant memiliki tiga entitas anak dengan jenis usaha yang bervariasi. Informasi selengkapnya mengenai hubungan bisnis Radiant dengan entitas anak dapat diakses pada situs web www.radiant.co.id bagian Entitas Anak & Kantor Cabang.

In optimizing the company's business value chain, Radiant has three subsidiary entities with varying types of businesses. Further information on Radiant's business relationship with its subsidiary entities can be accessed on the website www.radiant.co.id in the Subsidiaries & Branch Office section.

Proporsi Pengadaan Barang dan Jasa

Proportion of Goods and Services Procurement
[204-1]

| Jenis Pemasok Type of Suppliers | Satuan Unit | 2021 | | 2022 | | 2023 | |
|--|------------------|-----------------|-----|-----------------|-----|-----------------|-----|
| | | Jumlah Total | % | Jumlah Total | % | Jumlah Total | % |
| Pemasok Lokal Local Suppliers | Jumlah Number | 31 | 18 | 57 | 31 | 87 | 43 |
| Pemasok Nasional National Suppliers | | 139 | 80 | 124 | 67 | 111 | 55 |
| Pemasok Internasional International Suppliers | | 3 | 2 | 5 | 3 | 4 | 2 |
| Jumlah Total | | 173 | 100 | 186 | 100 | 206 | 100 |





Nilai Ekonomi

Economic Value

[F.2] [F.3]

Kinerja ekonomi Perusahaan merupakan hal penting bagi kelangsungan usaha. Pendapatan dan laba yang bertumbuh mendukung strategi dan pengelolaan lingkungan, sosial, dan tata kelola (LST). Kinerja ekonomi yang bertumbuh juga memampukan Perusahaan untuk mendistribusikan nilai ekonomi kepada berbagai pemangku kepentingan meliputi pemegang saham, investor, pemerintah, karyawan, mitra kerja dan masyarakat.

The economic performance of the organization is vital to its sustainability. Income and profit growth are conducive to the implementation of environmental, social, and governance (ESG) management and strategies. Enhanced economic performance additionally empowers organizations to allocate economic value to a multitude of stakeholders, such as shareholders, investors, government, employees, partners, and community.

Nilai Ekonomi Dihasilkan dan Didistribusikan

Economic Value Generated and Distributed
[201-1]

| Jenis Pemasok Type of Suppliers | Satuan Unit | 2021 | 2022 | 2023 |
|---|---------------------------------|------------|------------|-----------|
| A. Nilai Ekonomi Diperoleh | | | | |
| A. Economic Value Generated | | | | |
| Pendapatan Usaha Operating Income | Miliar Rupiah Billion Rupiah | 1.645 | 1.706 | 1.780 |
| Jumlah Nilai Ekonomi Diperoleh Total Economic Value Generated | | 1.645 | 1.706 | 1.780 |
| B. Nilai Ekonomi Didistribusikan | | | | |
| B. Economic Value Distributed | | | | |
| Biaya Operasional Operational Cost | | 428 | 509 | 547 |
| Gaji Karyawan dan Tunjangan Employee Salaries and Benefits | | 978 | 1.006 | 1.123 |
| Dividen Dividend | | 3 | 3 | 3 |
| Pengeluaran untuk Pemerintah (pajak, royalti, dan lainnya) Payments to the government (tax, royalties, and others) | Miliar Rupiah Billion Rupiah | 17 | 24 | 18 |
| Pengeluaran untuk masyarakat Community expenditure | | 0,589 | 0,677 | 0,885 |
| Jumlah Nilai Ekonomi Didistribusikan Total Economic Value Distributed | | 1.427 | 1.543 | 1.690 |
| C. Nilai Ekonomi yang Ditahan (A-B) | | 218 | 163 | 89 |
| C. Economic Value Retained (A-B) | | | | |





PRAKTIK OPERASI RAMAH LINGKUNGAN

GREEN OPERATIONS PRACTICES



Manajemen Energi

Energy Management

Perusahaan memanfaatkan energi tak terbarukan dan energi terbarukan. Energi tak terbarukan yang digunakan meliputi bahan bakar minyak solar dan bensin untuk kendaraan transportasi, solar untuk generator set (genset) jika terjadi pemadaman listrik. Perusahaan juga memanfaatkan listrik dari PLN untuk kegiatan kantor. Sementara untuk energi terbarukan, Perusahaan memanfaatkan panel surya untuk penerangan di kantor.

Perusahaan menggunakan sumber faktor konversi dari Pedoman Penyelenggaraan Invetarisasi Gas Rumah Kaca Nasional yang dipublikasikan oleh Kementerian Lingkungan Hidup 2017 (ref: IPCC 2006) dan International Energy Agency (IEA) dalam menghitung energi.

The company utilizes both non renewable and renewable energy. The non renewable energy used includes solar fuel and gasoline for transport vehicles, as well as solar for generator sets (gensets) in case of power outages. The company also uses PLN electricity for office activities, while for renewable energy, the company uses solar panels for office lighting. For renewable energy, the company uses solar panels for lighting in offices.

The company uses conversion factors derived from the International Energy Agency (IEA) and the Ministry of Environment's National Greenhouse Gas Veterization Maintenance Guidelines (2017) (reference: IPCC 2006) into its energy calculations.

Jumlah Konsumsi Energi didalam Perusahaan

Total Energy Consumption Within the Company
[302-1] [F.6]

| Jenis Energi Energy Type | Satuan Unit | Jumlah Konsumsi Energi Total Energy Consumption | | |
|--|----------------|--|---------------------------|---------------------------|
| | | 2021 | 2022 | 2023 |
| Energi Tak Terbarukan Non Renewable Energy | | | | |
| Bensin Gasoline | GJ | 182,29 | 279,90 | 234,79 |
| Listrik Electricity | | 2.373 | 2.408 | 2.284 |
| Energi Terbarukan Renewable Energy | | | | |
| Panel Surya Solar Panel | GJ | 42,08 | 40,53 | 40,50 |
| Jumlah Total | | 2.597,37 | 2.728,43 | 2.559,29 |

Keterangan | Note:

Perhitungan energi hanya mencakup Kantor Pusat Radiant.
Energy calculations only include Radiant's headquarters.

Intensitas Energi

Energy Intensity
[302-3] [F.6]

| Jenis Energi Energy Type | Satuan Unit | Intensitas Energi Energy Intensity | | |
|---|-------------------|---------------------------------------|-----------------------|-----------------------|
| | | 2021 | 2022 | 2023 |
| Jumlah Konsumsi Energi didalam Perusahaan Total Energy Consumption Within the Company | | | | |
| Jumlah Konsumsi Energi didalam Perusahaan Total Energy Consumption Within the Company | GJ | 2.597,37 | 2.728,43 | 2.559,29 |
| Luas Bangunan Building Area | m ² | 4.192 | 4.192 | 4.192 |
| Intensitas Energi Energy Intensity | GJ/m ² | 0,62 | 0,65 | 0,61 |



Jumlah Konsumsi Energi didalam Perusahaan 2023
Total Energy Consumption Within the Company 2023

2.559,29
GJ

Luas Bangunan 2023
Building Area 2023

4.192
m²

Intensitas Energi 2023
Energy Intensity 2023

0,61
GJ/m²

Efisiensi Energi & Pemanfaatan Energi Terbarukan

Energy Efficiency & Renewable Energy Utilization

[302-4] [F.7]

Kami memiliki Kebijakan Keberlanjutan yang diatur didalam Surat Keputusan Direksi nomor SKD/007/RUI/XII/2023 yang menunjukkan komitmen kami dalam pelaksanaan konservasi energi.

Perusahaan mengelola pemakaian energi dalam upaya mendukung pelestarian lingkungan sekaligus sebagai bentuk mitigasi perubahan iklim. Sejumlah inisiatif Radiant dalam mengurangi pemakaian energi di lingkungan Perusahaan adalah sebagai berikut:

We have a Sustainability Policy set out in the Directors Decree Number SKD/007/RUI/XII/2023 that outlines our commitment to the implementation of energy conservation.

The company manages the energy used in an attempt to promote environmental preservation and mitigate the effects of climate change. Radiant is taking the following steps to lower energy use in the company environment:



Mengganti lampu LED
Replace office lights with LED



Mengatur jadwal operasional AC, lampu dan lift hanya pada saat jam kerja dan/atau jika jam kerja lembur di ruangan kerja tertentu
Set the operating schedule of air conditioning, lights, and lifts only during working hours and/or if working hours are overdue in a particular workroom



Mengadakan kampanye melalui poster "hemat energi" untuk meningkatkan kesadaran mematikan lampu dan peralatan elektronik lainnya saat tidak dipakai
Organize a campaign through "energy-saving" posters to raise awareness of shutting down lights or other electronic equipment when not in use



Mencabut stop kontak dispenser setelah jam kerja
Unplug the contact stop of the dispenser after working hours

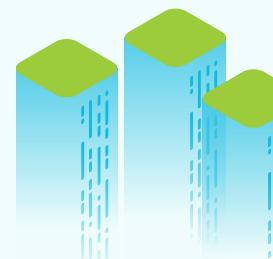
Atas inisiatif-inisiatif tersebut, Perusahaan **menghemat** pemakaian energi tak terbarukan di tahun 2023 sebesar **169,11 GJ** dibandingkan dengan tahun sebelumnya.

Through these initiatives, the company saves non renewable energy consumption in 2023 by 169,11 compared to previous year.



Perusahaan memanfaatkan sumber energi terbarukan berupa teknologi panel surya berkapasitas 9,43 kWp sebagai bentuk komitmen dalam mendukung penanganan isu terkait perubahan iklim. Pemanfaatan tersebut berkontribusi dalam menghemat biaya listrik sebesar Rp 16.253.019,47 atau setara 11.250,1 kWh.

The company uses renewable energy sources through solar panel technology with a 9.43 kWp capacity as a part of its commitment to the handling of climate change issues. This utilization contributes to saving electricity costs of Rp 16,253,019.47 or the equivalent of 11,250.1 kWh.



Mengurangi Jejak Karbon

Reducing the Carbon Footprint

Perusahaan terus berupaya untuk berpartisipasi dalam mengatasi perubahan iklim melalui pengukuran emisi GRK cakupan 1 dan 2 yang dihasilkan dari kegiatan operasional. Emisi GRK mengacu pada PERMEN LHK 2017 Tentang Pedoman Penyelenggaraan dan Pelaporan Inventarisasi Gas Rumah Kaca Nasional.

The company persistently endeavors to contribute to the mitigation of climate change by conducting measurements of the scope 1 and 2 greenhouse gas (GHG) emissions generated by its operational activities. The Ministry of Environment and Forestry's 2017 Policy on National Greenhouse Gas Inventory Maintenance and Reporting Guidelines pertains to greenhouse gas emissions.

Emisi GRK (Cakupan 1) Langsung (tCO₂e)

Direct (Scope 1) GHG Emission (tCO₂e)
[305-1] [F.11]

| Sumber Emisi GRK langsung Direct GHG Emission Source | Jumlah Konsumsi Energi Total Energy Consumption | | | Gas-gas yang tercakup dalam perhitungan Gases include in calculation |
|---|--|-----------|-----------|--|
| | 2021 | 2022 | 2023 | |
| Bensin Gasoline | 12.632,45 | 19.397,35 | 16.271,16 | CO ₂ |

Keterangan | Note:

Faktor Emisi Tier 1 mengacu pada Pedoman Penyelenggaraan Inventarisasi Gas Rumah Kaca Nasional – Kementerian Lingkungan Hidup 2017 (ref: IPCC 2006).
Tier 1 Emission Factors refer to the National Greenhouse Gas Inventory Implementation Guidelines, Ministry of Environment 2017 (ref: IPCC 2006).

Emisi GRK (Cakupan 2) Langsung (tCO₂e)

Direct (Scope 2) GHG Emission (tCO₂e)
[305-2] [F.11]

| Sumber Emisi GRK tidak langsung di dalam perusahaan Indirect GHG Emission source within the company | Emisi Emission | | | Gas-gas yang tercakup dalam perhitungan Gases include in calculation |
|--|-------------------|--------|--------|--|
| | 2021 | 2022 | 2023 | |
| Listrik PLN Electricity from PLN | 527,26 | 535,12 | 507,45 | CO ₂ |

Keterangan | Note:

Faktor Emisi mengacu pada Kajian Emisi GRK Sistem Interkoneksi Tenaga Listrik Tahun 2019 - Kementerian Energi dan Sumber Daya Mineral Direktorat Jenderal Ketenagalistrikan.

Emission Factor refers to the 2019 GHG Emission Study of the Electric Power Interconnection System - Ministry of Energy and Mineral Resources Directorate General of Electricity..

**Intensitas Emisi GRK**

GHG Emission Intensity
[305-4] [F11]

| Emisi GRK GHG Emission | Satuan Unit | Intensitas Emisi GRK GHG Emission Intensity | | |
|--|---------------------------------------|--|-------------|-------------|
| | | 2021 | 2022 | 2023 |
| Emisi GRK Cakupan 1 Scope 1 GHG Emission | tCO ₂ e | 12.632,45 | 19.397,35 | 16.271,16 |
| Emisi GRK Cakupan 2 Scope 2 GHG Emission | tCO ₂ e | 527,26 | 535,12 | 507,45 |
| Jumlah Emisi Total Emission | tCO ₂ e | 13.159,71 | 19.932,47 | 16.778,61 |
| Luas Bangunan Building Area | m ² | 4.192 | 4.192 | 4.192 |
| Intensitas Emisi GRK GHG Emission Intensity | tCO₂e/m² | 3,14 | 4,75 | 4,00 |

Emisi GRK
Cakupan 1
Scope 1 GHG
Emission

16.271,16
tCO₂e

Emisi GRK
Cakupan 2
Scope 2 GHG
Emission

507,45
tCO₂e

Intensitas Energi
Energy Intensity

4,00
tCO₂e/m²

Jumlah Emisi
Total Emission

16.778,61
tCO₂e

Luas Bangunan
Building Area

4.192
m²

Selain emisi GRK, kami juga menghasilkan emisi udara berupa NOx dan CO yang berasal dari cerobong genset.

We produce air emissions in the form of NOx and CO from generator chimneys in addition to GHG emissions.

Hasil Pengukuran Emisi Udara Cerobong Genset

Generator Chimney Air Emission Measurement Results
[305-7]

| Parameter Parameter | Satuan Unit | Baku Mutu* Quality Standards* | Hasil Pengukuran Measurement Results | | | |
|--|--------------------|-------------------------------------|---|----------|---------|----------|
| | | | SI 2022 | SII 2022 | SI 2023 | SII 2023 |
| Nitrogen Oksida (NOx) Nitrogen Oxides (NOx) | µg/Nm ³ | 3400 | 6 | 139 | 87 | 77 |
| Karbon Monoksida (CO) Carbon Monoxide (CO) | µg/Nm ³ | 170 | 501 | 488 | 224 | 192 |

Keterangan | Note:

*Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia No.11 Tahun 2021.

*Regulation of the Minister of Environment and Forestry of the Republic of Indonesia, Number 11 of 2021.

Kami melakukan beberapa inisiatif reduksi emisi GRK meliputi: pelaksanaan Upaya Pengelolaan Lingkungan dan Upaya Pemantauan Lingkungan (UKL-UPL) setiap satu tahun sekali sebagai cara kami mengevaluasi dan memantau pengelolaan emisi udara dari cerobong genset. Perusahaan juga melakukan upaya efisiensi energi dan senantiasa berupaya untuk meningkatkan peringkat sertifikasi bangunan hijau yang diperoleh. [F12]

An annual evaluation and monitoring of air emission management from generator sets is accomplished through the implementation of Environmental Management Efforts and Environment Monitoring Efforts (UKL-UPL), which is one of the numerous GHG emission reduction initiatives we undertake. Additionally, the company is actively involved in energy conservation initiatives and strives perpetually to enhance the green building certification status it achieves. [F12]



Pemakaian Air Water Consumption

[303-5] [F.8]

Perusahaan menggunakan air untuk kebutuhan domestik karyawan yang bersumber dari PDAM. Perusahaan melakukan beberapa upaya menghemat air, meliputi:

1. Menggunakan keran hemat air
2. Membuat wadah untuk menampung air hujan dengan kapasitas 1500 m³ yang digunakan untuk menyiram tanaman.
3. Melakukan kampanye hemat air

Pada tahun 2023, jumlah pemakaian air mencapai 5.371 m³, naik 7% dibandingkan pemakaian tahun sebelumnya.

The company provides water for the domestic necessities of its employees, who are sourced from the Municipal Waterworks (PDAM). In an endeavor to conserve water, the company has implemented the following:

1. Implementing water-saving faucets
2. Build a 1500 m³ rain-fed tank to irrigate plants.
3. Promoting a campaign to conserve water

The water consumption reached 5,371 m³ in 2023, representing an increase of 7% in comparison to the previous year's utilization.

Menjaga Lingkungan, Mengelola Limbah Preserving the Environment, Managing the Waste

[306-1] [306-2] [F.14]

Pengelolaan limbah merupakan bagian dari pelestarian lingkungan yang menjadi tanggung jawab kita bersama. Oleh karena itu, Perusahaan melakukan pemilahan limbah untuk memudahkan pengelolaannya, limbah dikategorikan menjadi dua golongan, yaitu:

Waste management constitutes an integral component of the collective obligation to preserve the environment. Therefore, the company divides waste into the following two categories to facilitate its management:

Limbah B3, terdiri atas limbah padat dan limbah cair. Limbah padat yang dihasilkan seperti packaging berbagai chemical, spray paint, chometall, lead screen film, film, cassette film, bulb lamp mercury, chemical powder, baterai, obat-obatan bekas, dan ATK. Sementara limbah cair seperti chemical liquid, EON, carrier II, external coating, rephound RC 103, RC 105, dan oli berkas.

Hazardous waste, includes both solid and liquid waste. Produced solid waste includes packaging for various chemicals, spray paint, chometall, lead screen film, film, cassette film, mercury-containing light bulbs, chemical powder, batteries, discarded medications, and office supplies. In the meantime, waste liquids include chemical liquid, EON, carrier II, external coating, rephound RC 103, RC 105, and file oil.

Limbah Non B3, merupakan limbah erusaha Perusahaan yang dipisahkan menjadi limbah erusah dan limbah anorganik.

Non hazardous waste is the organic and inorganic waste separated from the Company's domestic waste.

Dalam pengelolaan limbah yang masuk golongan B3 (Berbahaya dan Beracun) kami memiliki prosedur pengelolaan limbah No. SOP/QSHE/018/2019 baik untuk limbah yang dihasilkan dari aktivitas kantor Perusahaan maupun proyek yang berada di Jakarta. Kami bekerja sama dengan perusahaan pengelola limbah yang berizin resmi untuk melakukan pengangkutan dan pengolahan secara berkala dari tempat penampungan yang dikelola Perusahaan dan/ atau fasilitas penampungan limbah B3 milik klien. Pada tahun 2023, kami melakukan kerja sama dengan perusahaan pengelola limbah yang melakukan pendayagunaan limbah B3 menggunakan teknologi 3R: Reuse, Recycle, Recover. Sementara untuk pengelolaan limbah non B3, kami akan menimbang jumlah limbah yang dihasilkan dan diserahkan kepada pihak ketiga yang berwenang.

Our waste management procedure Number SOP/QSHE/018/2019 governs the management of hazardous waste, including that generated from both company office activities and Jakarta-based projects. We engage in a collaborative effort with an authorized waste management company to ensure the regular disposal of our hazardous waste from temporary shelters owned by our organization and/or our clients. We established partnerships with an authorized waste management company in 2023 that employs the 3R technology (Reuse, Recycle, Recover) to dispose of our hazardous waste. Whereas for non hazardous waste management, the weighed refuse will be transferred to an authorized third party.



Jumlah Limbah B3 yang Dihasilkan

The Amount of Hazardous Waste Generated
[306-3] [306-5] [F.13]

| Uraian Uraian | Satuan Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| Limbah Padat B3 Solid Hazardous Waste | | 0,08 | 0,23 | 0,41 |
| Limbah Cair B3 Liquid Hazardous Waste | Ton | 0,74 | 0,39 | 0,45 |
| Jumlah Total | | 0,82 | 0,62 | 0,86 |

Keterangan | Note:

Data Limbah B3 hanya mencakup kantor pusat Radiant dan *site project under Jakarta*.

Hazardous Waste data only includes Radiant headquarters and projects under the Jakarta site.

Limbah Padat B3
Solid Hazardous Waste

0,41
Ton

Limbah Padat B3
Liquid Hazardous Waste

0,45
Ton

Jumlah Total

0,86
Ton

Jumlah Limbah Non B3 yang Dihasilkan

The Amount of Non Hazardous Waste Generated
[306-3] [306-5]

| Uraian Uraian | Satuan Unit | 2021* | 2022 | 2023 |
|-------------------------------------|-------------|-------|-------------|-------------|
| Limbah Organik Organic Waste | | - | 1,95 | 3,04 |
| Limbah Anorganik Inorganic Waste | Ton | - | 1,29 | 1,48 |
| Jumlah Total | | - | 3,24 | 4,52 |

Keterangan | Note:

*Dokumentasi limbah non B3 mulai dilakukan pada tahun 2022.

*Documentation of non hazardous waste begins in 2022.

Limbah Organik
Organic Waste

3,04
Ton

Limbah Anorganik
Inorganic Waste

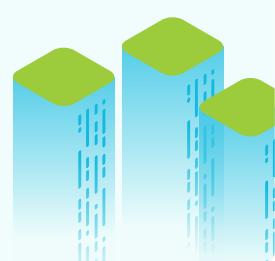
1,48
Ton

Jumlah Total

4,52
Ton

Perusahaan memiliki sistem manajemen lingkungan yang mengacu pada ISO 14001:2015 guna memastikan kepatuhan terhadap lingkungan. Sistem manajemen lingkungan yang dimiliki mencakup aktivitas dukungan dan operasi untuk kegiatan layanan teknis dan inspeksi.

An environmental management system that adheres to ISO 14001:2015 is in place at the organization to guarantee environmental compliance. Its environmental management system comprises operational and support activities for inspection and technical service operations.





Biaya Lingkungan Hidup

Environmental Costs

[304-1] [F.4] [F.9] [F.16] [F.23]

Wilayah operasional Radiant baik di kantor pusat maupun di tujuh cabang yang dimiliki tidak terdapat di wilayah yang dekat atau berada di daerah hutan lindung maupun area konservasi. Untuk wilayah operasional dibawah proyek-proyek yang dilakukan, kami memastikan bahwa telah mematuhi ketentuan dari setiap klien dan peraturan terkait dengan aspek kualitas, keselamatan, kesehatan, dan lingkungan.

Kami juga tidak menerima materi pengaduan terkait lingkungan hidup baik pada kantor pusat maupun kantor cabang Radiant. Pada tahun 2023, kami mencatat biaya pengelolaan lingkungan hidup mencapai Rp 142.234.439

In the vicinity of its operating territory, neither Radiant's headquarters nor its seven owned subsidiaries are located in protected forests or conservation areas. We ensure that, with regard to operational areas encompassed by the projects we undertake, we have complied with all quality, safety, health, and environmental regulations as well as the specifications of each client.

Additionally, neither the headquarters nor the Radiant branch office receives any environmentally compliant materials. The amount of environmental costs was documented as Rp 142,234,439 rupiah at the end of 2023.

Pelestarian Lingkungan
Environmental Conservation

Rp
IDR

630.000



Pengelolaan Limbah
Waste Management

Rp
IDR

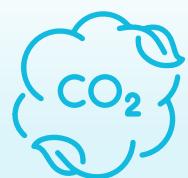
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Pengelolaan Emisi
Emission Management

Rp
IDR

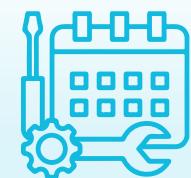
61.896.689



Lainnya (pemeriksaan berkala)
Others (periodic maintenance)

Rp
IDR

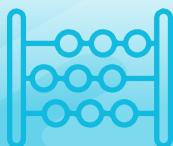
68.725.000



Jumlah
Total

Rp
IDR

142.234.439





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Membina Komunitas Lokal

RADIANT UTAMA
INTERINSCO





MEMBINA KOMUNITAS LOKAL

NURTURING THE COMMUNITIES



Tanggung Jawab Sosial dan Lingkungan (TJSL)

Corporate Social Responsibility (CSR)

[203-1] [F.23] [F.25]

Perusahaan memahami bahwa keberadaan kami merupakan bagian dari masyarakat. Perusahaan berupaya untuk mengelola dampak negatif dan meningkatkan dampak positif bagi masyarakat. Perusahaan berkontribusi untuk membangun masyarakat sebagai modal inti dalam membangun tatanan ekonomi dan sosial yang kuat. Perusahaan fokus pada isu-isu penting yang memberikan dampak positif bagi masyarakat sekitar. Guna mendukung hal tersebut Perusahaan berupaya untuk melaksanakan program TJSL dengan merujuk ISO 26000 Guidance Standard on Social Responsibility sebagai referensi.

Pada tahun 2023, Radiant dan anak perusahaannya melaksanakan beberapa program TJSL baik di lingkungan sekitar kantor pusat dan/atau kantor cabang, yaitu:

The company understands that it exists as part of the community; therefore, it strives to manage negative impacts and enhance positive impacts on society. The company contributes to society's development by providing the fundamental capital required to establish a robust economic and social structure. The company places emphasis on significant concerns that result in favorable outcomes for the local community. In support of this, the organization established a number of CSR initiatives with reference to the ISO 26000 Guidance Standard on Social Responsibility.

By 2023, Radiant and its entities had implemented the following CSR initiatives around its headquarters and/or branch locations:

Januari 2023

January 2023

Bantuan kemanusiaan untuk korban kebakaran
Humanitarian aid for fire victims

Kantor Pusat Jakarta Radiant Group
Radiant Group Headquarters in Jakarta



Februari 2023

February 2023

Penyelenggaraan Seminar Kesehatan/sharing edukasi yang dibawakan oleh praktisi kesehatan mengenai "Stroke di Usia Muda, Pencegahan dan Penanganannya" secara hybrid dan dihadiri oleh karyawan Radiant Group di Kantor Pusat Jakarta. Radiant Group employees attended a hybrid health/sharing education seminar on "Young Age Stroke, Prevention, and Treatment" at the Jakarta Central Office.

Kantor Pusat Jakarta Radiant Group
Radiant Group Headquarters in Jakarta





Februari 2023

February 2023

Bantuan Pembangunan Masjid Al Hijrah

Assistance to the construction of the Al-Hijrah Mosque

Kantor Cabang Samarinda
Samarinda Branch Office



2023

2023

Santunan Anak Yatim Piatu
Compensation for Orphans

Kantor Cabang Cilegon
Cilegon Branch Office



Juni 2023

June 2023

Radiant Qurban
Radiant Qurban

Kantor Pusat Jakarta Radiant Group
Radiant Group Headquarters in Jakarta





Maret-April 2023

March-April 2023

Santunan Saung Qur'an
Quran Hut Compensation

Kantor Cabang Cllegon
Cilegon Branch Office



Juni 2023

June 2023

Radiant Qurban
Radiant Qurban

Kantor Cabang Cllegon
Cilegon Branch Office



September 2023

September 2023



Melaksanakan Edukasi mengenai "Karakter Entrepreneurship Masa Depan" oleh Direktur Utama Radianit sebagai Pemateri.
The President Director of Radianit is implementing an education program on the character of future entrepreneurship.

Fakultas Ekonomi Bisnis Universitas Lambung Mangkurat, Banjarmasin
Faculty of Economics Business University of Lambung Mangkurat, Banjarmasin

**November 2023**

November 2023

Mengadakan Seminar Kesehatan dengan tema “Sosialisasi Kanker dan Tumor” dan Narasumber dari Kepala Cabang Yayasan Kanker Indonesia Jakarta.

Hosted a Health Seminar on the theme “Socialization of Cancer and Tumors” with a keynote speaker from the Head of the Jakarta branch of the Indonesian Cancer Foundation.

Kantor Pusat Jakarta Radiant Group
Radiant Group Headquarters in Jakarta

**Desember 2023**

December 2023

Sumbangan pot & tanaman di sekitar kantor pusat Radiant Group.

Pot & plant donations around Radiant Group headquarters.

Kantor Pusat Jakarta Radiant Group
Radiant Group Headquarters in Jakarta







TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT



Profil Laporan

Report Profile

[2-2] [2-3] [2-4] [2-5]

Laporan Keberlanjutan PT Radiant Utama Interinsco Tbk (Radiant) tahun 2023 mencakup data dan informasi mengenai kinerja ekonomi, sosial, dan lingkungan disertai dengan data numberik dua tahun sebelumnya sebagai pendamping.

Data dan informasi terkait proyek mencakup proyek yang dikerjakan Radiant dan anak perusahaannya, sedangkan data lainnya hanya mencakup Radiant sebagai entitas. Data keuangan yang tercantum dalam laporan berasal dari laporan keuangan konsolidasian yang mencakup Radiant dan seluruh entitas anaknya, yaitu PT Supraco Indonesia, PT Supraco Lines, dan PT Supraco Daya Wisesa.

Data dan informasi selain data yang bersumber dari laporan keuangan, yakni mencakup kinerja sosial dan lingkungan belum melalui verifikasi dari pihak eksternal. Namun demikian, data dan informasi tersebut dikaji dan mendapatkan validasi dari kontributor data di masing-masing fungsi terkait. Selain itu, proses pembuatan laporan juga diketahui oleh Direksi dan Dewan Komisaris Perusahaan.

Dalam data tahun sebelumnya yang diberikan tanda *disajikan kembali, merupakan data yang disesuaikan agar tren data selama tiga tahun memiliki cakupan yang sama dan/atau untuk memperbaiki data pada pelaporan sebelumnya.

Laporan ini disusun dalam periode tahunan yang sama dengan laporan keuangan dalam kurun waktu 1 Januari-31 Desember 2023 dan memiliki kesinambungan dengan laporan keberlanjutan sebelumnya yang terbit pada 28 April 2024. Selain itu, baik Laporan Keberlanjutan dan Laporan Tahunan Perusahaan disampaikan kepada para pemangku kepentingan secara terpisah tetapi dengan isi yang saling melengkapi.

Pedoman Laporan

Report Guidelines

Laporan Keberlanjutan ini disusun merujuk pada peraturan laporan di Indonesia yaitu Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, yang juga mengacu pada Surat Edaran Otoritas Jasa Keuangan (SEOJK) 2021 No. 16/SEOJK.04/2021. Laporan ini juga telah disiapkan sesuai dengan Standar Global Reporting Initiative (GRI): *Universal Standard 2021 “with reference to”*.

The 2023 Sustainability Report by PT Radiant Utama Interinsco Tbk (Radiant) includes numerical data from the previous two years as well as data and information on economic, social, and environmental performance.

The data and information related to the project covered projects undertaken by Radiant and its subsidiaries, while other data only covered Radiant as an entity. The financial data contained in the report are derived from the consolidated financial statements covering the entire subsidiary entity of Radiant, namely PT Supraco Indonesia, PT Supraco Lines, and PT Supraco Daya Wisesa.

The social and environmental performance data and information, which are not the source data from the financial accounts, have not been independently validated. Nonetheless, these data and information are examined and verified by the data contributors in each of the related functions. The company's board of commissioners and directors are also aware of the reporting procedure.

The data from the prior year that was marked as *restated has been changed to ensure that data patterns over a three-year period are covered equally and/or to rectify information from earlier reports.

This report is prepared for the annual period from January 1 to December 31, 2023, and is consistent with the previous sustainability report published on April 28, 2024. Furthermore, both the sustainability report and the company's annual report are submitted to stakeholders separately but with complementary content.

This Sustainability Report is compiled in reference to the reporting regulations in Indonesia, namely Financial Services Authority Regulations (POJK) Number 51/POJK.03/2017 on Sustained Financial Application for Financial Services Institutions, Emittents, and Public Companies, which also refers to the Financial Service Authority (SEOJK) 2021 Number 16/SEOJK.04/2021. This report has also been prepared with reference to the Global Reporting Initiative (GRI) Standard: Universal Standard 2021.



Prinsip Penetapan Konten Laporan

Report Content Determination Principles

Penentuan konten laporan dilakukan berdasarkan empat prinsip pelaporan yaitu, akurasi, berimbang, kejelasan, dapat dibandingkan, kelengkapan, konteks keberlanjutan, aktualitas, dan terverifikasi.

Report content determination is based on four reporting principles: accuracy, balanced, clarity, comparability, completeness, sustainability context, actuality, and verifiability.

Akurasi

Accuracy

Data dan informasi yang tersaji dalam laporan telah melalui verifikasi internal dari masing-masing data kontributor untuk memastikan akurasi pengungkapan informasi. Data keuangan yang tercantum dalam laporan berasal dari laporan keuangan konsolidasian yang mencakup Radiant dan seluruh entitas anaknya yang telah diaudit oleh KAP Johannes Juara & Rekan

Each contributor's data has been subjected to an internal verification process to ensure the accuracy of the information and data included in the report. The financial data contained in the report is derived from the consolidated financial statements covering Radiant and its entire subsidiary entities, which have been audited by Public Accounting Firm Johannes Juara & Rekan

Berimbang

Balanced

Laporan menyajikan informasi yang seimbang antara dampak positif dan negatif dari operasional dan aktivitas perusahaan, serta bagaimana dampak tersebut dikelola.

A balanced analysis of the positive and negative effects of the company's operations and activities, along with an examination of the strategies employed to mitigate those effects, is provided in this report.

Kejelasan

Clarity

Laporan disampaikan dalam bahasa yang jelas dan mudah dipahami serta dilengkapi dengan tabel, gambar, maupun infografis yang memudahkan pembaca memahami isi laporan.

The report's contents are presented in a manner that is straightforward and uncomplicated, supplemented with tables, images, and infographics that further facilitate readers' comprehension.

Dapat dibandingkan

Comparability

Laporan ini menyampaikan data dan informasi terkait kinerja keberlanjutan dengan perbandingan data dua (2) tahun sebelumnya.

This report provides data and information related to sustainability performance compared to data from two (2) previous years.

**Kelengkapan**

Completeness

Perusahaan memastikan pengungkapan informasi mengenai pengelolaan dampak dan kinerja keberlanjutan disajikan sesuai kriteria dan/atau standar yang ditetapkan.

The company ensures that disclosure of impact management and sustainability performance information is presented in accordance with established criteria and/or standards.

**Konteks Keberlanjutan**

Sustainability Context

Pengungkapan informasi pengelolaan dampak disampaikan dalam konteks keberlanjutan bisnis Perusahaan, baik pada aspek ekonomi, lingkungan, sosial maupun tata kelola.

Disclosure of impact management information is delivered in the context of the company's business sustainability, in economic, environmental, social, and governance aspects.

**Aktualitas**

Actuality

Proses pengambilan keputusan dilaksanakan dengan cepat dan tepat sesuai dengan manajemen waktu yang ketat dalam penyusunan Laporan..

With strict adherence to time management principles, the report preparation process ensures that the decision-making procedure is executed with efficiency and precision.

**Terverifikasi**

Verifiability

Dalam proses pengumpulan, dokumentasi, kompilasi dan analisis informasi, kami memastikan kebenarannya dengan melakukan validasi dari pihak-pihak terkait.

We ensure the accuracy of information during its collection, documentation, compilation, and analysis by obtaining validation from those responsible.





Tanggapan Umpan Balik Laporan Tahun Sebelumnya

Response to Previous Year's Report Feedback

[2-3] [2-26] [G.3]

Radiant mengucapkan terima kasih atas semua masukan mengenai Laporan Keberlanjutan Tahun 2022, termasuk masukan perbaikan dari seluruh pemangku kepentingan. Kami berupaya untuk mengakomodasi masukan dari laporan tahun lalu ke dalam Laporan Keberlanjutan 2023, sehingga pemangku kepentingan dapat memperoleh informasi yang lebih komprehensif. Kami juga menerima saran, kritik, maupun tanggapan atas Laporan Keberlanjutan Tahun 2023 melalui Lembar Umpan Balik yang disampaikan di akhir Laporan.

Radiant extends its gratitude to all stakeholders for their corrections and contributions to the 2022 Sustainability Report. Our objective is to incorporate the contributions from the previous year's report into the 2023 report in order to provide stakeholders with a more comprehensive understanding. The 2023 Sustainability Report was also the subject of feedback, including criticisms, responses, and suggestions, which were collected via the Feedback Form appended to the report.



Kontak terkait Laporan

Contact regarding the Report

Departemen Sustainability
Kantor Pusat | Headquarters
Radiant Group Building
Jl. Kapten Tendean No. 24 Mampang Prapatan, Jakarta 12720 Indonesia
📞 +62 (21) 7191020
✉️ sustainability@radian.co.id
🌐 www.radian.co.id



Topik Material dan Batasannya

Material Topics and Impact Boundaries

[3-1] [3-2] [3-3]

Radiant mengadakan *focus group discussion* (FGD) yang dihadiri oleh Direksi dan Perwakilan masing-masing kepala departemen serta Fungsi Sustainability pada bulan September 2023 di kantor pusat Radiant Group untuk melakukan kajian topik material. Hasil diskusi menghasilkan bahwa terdapat empat topik yang selanjutnya ditetapkan sebagai topik material. Terdapat perubahan urutan prioritas dan pengurangan satu topik material dari tahun sebelumnya, yaitu limbah.

Penentuan topik material juga memperhatikan isu dan perhatian yang disampaikan oleh eksternal pemangku kepentingan melalui lembar umpan balik. Selain itu, penetapan juga memperhatikan signifikansi topik terhadap pengaruhnya pada aspek ekonomi, sosial, dan lingkungan, termasuk juga dampaknya pada pengambilan keputusan pemangku kepentingan.

Radiant held a focus group discussion (FGD) attended by the Directors and representatives of each head of department as well as sustainability functions in September 2023 at Radiant Group headquarters to conduct a study of material topics (materiality assessment). The discussion resulted in the identification of four subjects that were subsequently identified as material topics. There was a change in the order of priorities and a reduction in one material topic from the previous year: waste.

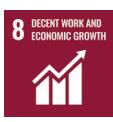
The determination of material topics also takes into account issues and concerns expressed by external stakeholders through feedback sheets. Furthermore, material topics are determined based on their importance in terms of their influence on economic, social, and environmental dimensions, as well as their impact on stakeholder decision-making.



Kinerja Ekonomi

Economic Performance

Kinerja ekonomi yang baik memainkan peran kunci dalam keberlanjutan karena dapat mendukung pertumbuhan bisnis yang berkelanjutan dan memberikan manfaat ekonomi kepada masyarakat. Good economic performance plays a key role in sustainability, as it can support sustainable business growth and provide economic benefits to society.



Batasan Boundaries

| Isu Issues | Pemangku Kepentingan Terdampak Impact on Stakeholder | |
|--|--|--|
| | Internal | External |
| <ul style="list-style-type: none">Nilai ekonomi yang dihasilkan.Nilai ekonomi yang didistribusikan kepada pemangku kepentingan.Economic value generated.The economic value distributed to stakeholders. | <ul style="list-style-type: none">Pemegang SahamKaryawanShareholdersEmployees | <ul style="list-style-type: none">Mitra KerjaPartners |

Kebijakan

Policies

- Kebijakan Administrasi dan Pengendalian Keuangan No. SKD/023/RUI/VIII/2023
- Kebijakan Keberlanjutan No. SKD/007/RUI/XII/2023
- Financial Administration and Control Policies Number SKD/023/RUI/VIII/2023
- Sustainability Policy Number SKD/007/RUI/XII/2023

Strategi Pencapaian

Achievement Strategies

Perusahaan melibatkan optimalisasi efisiensi operasional, diversifikasi layanan, investasi dalam keberlanjutan, dan kepatuhan pada regulasi.
Companies involve optimization of operational efficiency, diversification of services, investment in sustainability, and compliance with regulations.

Metode Evaluasi

Evaluation Method

Evaluasi dan pengawasan pencapaian kinerja keuangan Radian akan dibandingkan dengan RKAP dan Indikator Kinerja Utama (IKU) lainnya yang relevan dalam rapat Direksi secara berkala.
Evaluation and monitoring of Radiant's financial performance will be compared with CBP and other relevant key performance indicators (KPIs) in the Directors meetings on a regular basis.

Target Kinerja

Performance Targets

Perusahaan menargetkan kinerja ekonomi pada periode pelaporan dapat mencapai target yang ditentukan dalam RKAP.
Companies targeting economic performance in the reporting period can meet the targets set in the Company's Budget Plan (CBP).

Pencapaian

Achievements

Secara keseluruhan, kinerja keuangan per Desember 2023 telah mencapai target yang ditetapkan. Hal ini dibuktikan oleh adanya kenaikan pendapatan usaha dengan total pendapatan usaha sebesar Rp 1.780.793.528.571.
Overall, the financial performance as of December 2023 has reached the target. This is demonstrated by a decrease/increase in business income with total business income of Rp 1,780,793,528.

Fungsi yang Bertanggung Jawab

Responsible Function

Fungsi Finance dan Fungsi Accounting
Finance Function and Accounting Function



Anti Korupsi

Anti Corruption



Anti korupsi menjadi topik penting karena korupsi dapat merusak integritas, reputasi, dan keberlanjutan jangka panjang suatu organisasi. Menunjukkan komitmen terhadap praktik bisnis yang bersih dan transparan juga dapat meningkatkan kepercayaan pemangku kepentingan. Langkah-langkah anti korupsi juga dapat berkontribusi pada pembangunan berkelanjutan dan menciptakan lingkungan bisnis yang adil dan etis. Corruption has the potential to erode an organization's long-term viability, integrity, and reputation, which has elevated anti-corruption concerns to the forefront. Additionally, demonstrating a dedication to ethical and transparent business practices can bolster the trust of stakeholders. Furthermore, anti-corruption measures can foster an ethical and equitable business environment and promote sustainable development.

| Batasan Boundaries | | |
|---|---|---|
| Isu Issues | Pemangku Kepentingan Terdampak Impact on Stakeholder | |
| | Internal | External |
| <ul style="list-style-type: none"> Kepatuhan pada regulasi Kasus anti suap dan korupsi Compliance with regulations Cases against bribery and corruption | <ul style="list-style-type: none"> Karyawan Pemegang Saham Employees Shareholders | <ul style="list-style-type: none"> Mitra Kerja Pemerintah Partners Government |

Kebijakan

Policies

- Kebijakan Anti Suap dan Korupsi No. SKB/004/RUI/XII/2022
- Kebijakan Kode Etik No. SKB/003/RUI/XII/2022
- Kebijakan Keberlanjutan No. SKD/007/RUI/XII/2022
- Kebijakan Sistem Pelaporan Pelanggaran No. SKB/005/RUI/XII/2022
- Anti Bribery and Corruption Policy Number SKB/004/RUI/XII/2022
- Code of Conduct Number SKB/003/RUI/XII/2022
- Sustainability Policy Number SKD/007/RUI/XII/2023
- Whistleblowing System Policy Number SKB/005/RUI/XII/2022

Strategi Pencapaian

Achievement Strategies

Melakukan penandatanganan pakta integritas yang dilakukan oleh seluruh karyawan dan badan tata kelola setiap tahunnya. Selain itu, Perusahaan juga melakukan edukasi dan sosialisasi kepatuhan kepada seluruh karyawannya termasuk badan tata kelola serta perwakilan mitra kerja.

Pada bulan juni 2023, Departemen Compliance melaksanakan agenda "Improvement Talk" dengan tema "No More Fraud, More Proud" kepada seluruh karyawan termasuk badan tata kelola.

Annually require all employees and the governing body to sign an integrity pact. Furthermore, the organization educates and promotes compliance among its entire employees, including governing bodies and partner representatives.

In June 2023, the Compliance Department implemented an "Improvement Talk" agenda with the theme "No More Fraud, More Proud" for all employees, including the governing body.

Metode Evaluasi

Evaluation Method

Fungsi Compliance setiap tahun melaksanakan agenda edukasi dan sosialisasi kepatuhan kepada seluruh karyawan termasuk badan tata kelola serta mitra kerja.

Every year, the Compliance Function implements a compliance socialization and education agenda for all employees, including the governing bodies and the partners.

Target Kinerja

Performance Targets

Nihil insiden terkait pelanggaran korupsi.
None of the incidents related to corruption violations.

Pencapaian

Achievements

Sebanyak 271 karyawan tereduksi tentang anti suap dan korupsi berdasarkan kebijakan anti suap dan korupsi yang dimiliki Perusahaan.

As many as 271 employees have been educated about anti-bribes and corruption based on the anti bribery and corruption policies of the company.

Fungsi yang Bertanggung Jawab

Responsible Function

Fungsi Compliance
Compliance Function



Kesehatan dan Keselamatan Kerja (K3)

Occupational Health and Safety (OHS)

Pengelolaan kesehatan dan keselamatan kerja yang baik mencerminkan tanggung jawab sosial perusahaan terhadap karyawan dan masyarakat sekitar. Fokus pada kesehatan dan keselamatan kerja membantu mencegah cedera, meningkatkan produktivitas, dan menciptakan lingkungan kerja yang berkelanjutan.

Good occupational health and safety management reflects corporate social responsibility towards employees and the community around them. Focus on occupational health and safety helps prevent injuries, boost productivity, and create a sustainable working environment.



| Batasan Boundaries | | |
|--|--|---|
| Isu Issues | Pemangku Kepentingan Terdampak Impact on Stakeholder | |
| | Internal | External |
| <ul style="list-style-type: none">Penerapan sistem manajemen K3 sesuai standar.Penerapan protokol kesehatan dan adaptasi kebiasaan baru.Implementation of a standard K3 management systemImplementation of health protocols and the adaptation of new habits. | Karyawan Employee | <ul style="list-style-type: none">Mitra KerjaMasyarakatPartnersCommunity |

Kebijakan Policies

- Kebijakan K3 yang mengacu pada standar global ISO 45001:2018 dan Peraturan Pemerintah Republik Indonesia No. 50 tahun 2012 tentang penerapan SMK3
- Kebijakan Keberlanjutan No. SKD/007/RUI/XII/2023
- OHS Policy referring to the global standard ISO 45001:2018 and Government Regulation of the Republic of Indonesia Number 50 of 2012 on the implementation of OHSMS
- Sustainability Policy Number SKD/007/RUI/XII/2023

Strategi Pencapaian Achievement Strategies

Menerapkan sistem manajemen keselamatan dan kesehatan kerja (SMK3) untuk seluruh karyawan.
Implement the occupational health and safety management system (OHSMS) for all employees.

Metode Evaluasi Evaluation Method

Perusahaan memastikan sistem dan pelaksanaan K3 telah berjalan sesuai dengan kebijakan, dengan melakukan pemantauan dan evaluasi penerapan K3 setiap satu tahun sekali.
The company ensures that the OHS system and implementation are running in accordance with the policy by monitoring and evaluating the implementation of OHS once a year.

Target Kinerja Performance Targets

Perusahaan berkomitmen mewujudkan nihil kecelakaan dan meminimalkan penyakit akibat kerja.
The company is committed to achieving zero accidents and minimizing occupational illnesses.

Pencapaian Achievements

Dari hasil evaluasi, diketahui selama 2023 Perusahaan berhasil mencapai nihil kecelakaan kerja fatal dan 8.776.605 jumlah jam kerja.
From the evaluation results, it is known that during 2023, the company managed to have zero fatal work accidents and 8,776,605 total manhours.

Fungsi yang Bertanggung Jawab Responsible Function

Fungsi QSHE
QSHE Function



Energi Energy



Pengelolaan energi memiliki dampak signifikan pada aspek ekonomi, lingkungan, dan sosial. Memperhatikan aspek energi mencerminkan tanggung jawab perusahaan terhadap keberlanjutan lingkungan dan keterlibatan dalam mitigasi perubahan iklim.

Energy management has a significant impact on economic, environmental, and social aspects. Paying attention to the energy aspects reflects corporate responsibility for environmental sustainability and involvement in climate change mitigation.

Kebijakan Policies

- Kebijakan Keberlanjutan No. SKD/007/RUI/XII/2023
- Sustainability Policy Number SKD/007/RUI/XII/2023

Strategi Pencapaian Achievement Strategies

- Memantau dan mengevaluasi aktivitas Perusahaan yang dapat menghasilkan atau terkait dengan penggunaan energi
- Melakukan berbagai inisiatif efisiensi energi
- Monitor and evaluate the activities of the company that can generate or relate to the use of energy.
- Implement various energy efficiency initiatives.

Metode Evaluasi Evaluation Method

Setiap tahun, Perusahaan melakukan pemantauan dan evaluasi penggunaan energi.
Every year, the company monitors and evaluates energy usage.

Batasan Boundary

| Issue Issues | Pemangku Kepentingan Terdampak Impact on Stakeholder | |
|--------------|---|--------------------|
| | Internal Internal | Eksternal External |

Pemegang Saham
Shareholders

Masyarakat
Community

Target Kinerja Performance Targets

Konsumsi energi mengalami efisiensi dari tahun sebelumnya. Energy consumption has been more efficient than in previous years.

Pencapaian Achievements

Perusahaan menggunakan energi terbarukan melalui panel surya yang berada di kantor pusat Perusahaan dengan kapasitas 9,3 kWp. Pemanfaatan tersebut berkontribusi dalam menghemat biaya listrik sebesar Rp 16.253.019,47 atau setara 11.250,1 kWh. Perusahaan juga berhasil melakukan efisiensi energi akibat dari upaya-upaya yang dilakukan sebesar 169,11 GJ.

The company utilizes renewable energy through solar panels located at the company's headquarters with a capacity of 9.3 kWp. This utilization contributes to saving electricity costs of Rp 16,253,019.47 or the equivalent of 11,250.1 kWh. The company also succeeded in performing energy efficiency as a result of the efforts carried out in the amount of 169.11 GJ.

Fungsi yang Bertanggung Jawab Responsible Function

Fungsi Asset Management bertanggung jawab dalam dokumentasi dan pemantauan penggunaan energi di kantor pusat Radiant.

The Asset Management Function is responsible for documenting and monitoring energy use at Radiant headquarters.



Pelibatan Pemangku Kepentingan

Stakeholder Engagement

[2-29] [E.4]



Pemegang Saham Shareholders

| | | |
|--|---|---|
| Basis Penetapan Assignment Base | <ul style="list-style-type: none">PengaruhTanggung Jawab | <ul style="list-style-type: none">InfluenceResponsibility |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | <ul style="list-style-type: none">Pertemuan antara Pemegang Saham diadakan dalam RUPS. RUPS Tahunan wajib untuk dilaksanakan setiap tahun dan paling lambat enam bulan setelah tahun buku berakhir.Untuk RUPS Luar Biasa dapat dilakukan sewaktu-waktu berdasarkan kebutuhan untuk membicarakan dan memutuskan mata acara rapat. | <ul style="list-style-type: none">The meeting between the Shareholders is held at the GMS. The Annual GMS must be held annually and no later than six months after the financial year ends.For Extraordinary GMS, it can be done at any time based on the need to discuss and decide on the agenda of the meeting. |
| Topik Topics | <ul style="list-style-type: none">Laporan tahunan yang telah ditelaah Dewan Komisaris untuk mendapat persetujuan RUPS.Penetapan Penggunaan Laba, apabila Perusahaan mempunyai saldo laba positif.Penetapan dan Pembagian laba perusahaan.Pengangkatan Direksi dan/atau Komisaris Perusahaan (apabila diperlukan).Persetujuan anggaran tahunan yang akan datang. | <ul style="list-style-type: none">Annual report that has been reviewed by the Board of Commissioners for approval from the GMS.Determination of Profit Use, if the Company has a positive profit balance.Determination and Distribution of company profits.Appointment of the Board of Directors and/or Commissioners of the Company (if necessary).Approval of the upcoming annual budget. |



Karyawan Employees

| | | |
|--|--|---|
| Basis Penetapan Assignment Base | Keterwakilan | Presentation |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | Pertemuan atau rapat sesuai kebutuhan. | Meetings or meetings as needed. |
| Topik Topics | <ul style="list-style-type: none">Edukasi tentang peraturan/ perundangan terkait.Keterlibatan dalam menaati peraturan perundangan.Kesehatan dan Keselamatan Kerja. | <ul style="list-style-type: none">Education about related laws/regulations.Involvement in complying with laws and regulations.Occupational Health and Safety. |



Klien Clients

| | | |
|--|---|---|
| Basis Penetapan Assignment Base | Pengaruh | Influence |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | Pertemuan dengan klien secara berkala sesuai kebutuhan. | Meetings with the client are held periodically as needed. |
| Topik Topics | <ul style="list-style-type: none">Informasi jasa yang ditawarkan.Komunikasi (iklan). | <ul style="list-style-type: none">Product Information.Communication (advertising). |



Pemasok dan Vendor

Suppliers and Vendors

| | | |
|--|---|---|
| Basis Penetapan Assignment Base | Kebergantungan | Dependency |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | Pertemuan regular setiap satu, tiga, enam bulan sekali sesuai kebutuhan. | Regular meetings every one, three, or six months as needed. |
| Topik Topics | <ul style="list-style-type: none"> • Pemilihan mitra. • Sosialisasi kebijakan dan prosedur. | <ul style="list-style-type: none"> • Selection of partners. • Procedure socialization and policy. |



Pemerintah

Regulator

| | | |
|--|--|--|
| Basis Penetapan Assignment Base | <ul style="list-style-type: none"> • Pengaruh • Keterwakilan | <ul style="list-style-type: none"> • Influence • Presentation |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | <p>Kegiatan dilakukan sesuai kebutuhan pada saat pembuatan regulasi</p> <ul style="list-style-type: none"> • Pertemuan formal • Forum | <p>Activities are carried out as needed at the time of regulatory decision-making</p> <ul style="list-style-type: none"> • Formal meeting • Forum |
| Topik Topics | <ul style="list-style-type: none"> • Kemitraan dalam keberlanjutan. • Penyusunan kebijakan. • Menjalin hubungan yang harmonis dan produktif. • Melalui sosialisasi, berperan aktif dalam mengusulkan penyusunan regulasi dan memberikan masukan untuk rancangan peraturan/standar yang sedang disusun oleh pemerintah. | <ul style="list-style-type: none"> • Partnerships in sustainability. • Policymaking. • Establish harmonious and productive relationships. • Through socialization, play an active role in proposing the preparation of regulations and providing input for draft regulations/ standards that are being prepared by the government. |



Komunitas/Masyarakat

Communities

| | | |
|--|---|--|
| Basis Penetapan Assignment Base | Kedekatan | Proximity |
| Metode Pelibatan dan Frekuensi Pertemuan Engagement Method and Meeting Frequency | Perpertuan sesuai kebutuhan. | Meeting at any time if needed. |
| Topik Topics | <ul style="list-style-type: none"> • Penilaian kebutuhan masyarakat. • Pembahasan dan evaluasi program. • Pelatihan pengembangan masyarakat. • Pemantauan dan evaluasi program. | <ul style="list-style-type: none"> • Needs assessment. • Program discussion and evaluation. • Community training and development. • Program monitoring and evaluation. |



Lampiran

RADIANT UTAMA
INTERINSCO





LAMPIRAN APPENDIX



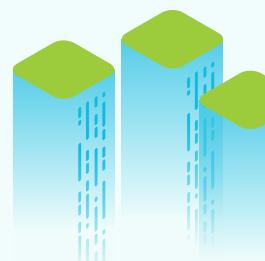
INDEKS POJK – 51/2017

POJK – 51/2017 Index

[G.4]

Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 – Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/SEOJK.04/2021

Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 - Financial Services Authority Circular Letter (SEOJK) Number 16/SEOJK.04/2021



| No Indeks Index Number | Nama Indeks Index Name | Halaman Page(s) |
|---|---|--------------------|
| A Strategi Keberlanjutan Sustainability Strategy | | |
| A.1 | Penjelasan strategi keberlanjutan Explanation of Sustainability | 10 |
| B Ikhtiar Kinerja Aspek Keberlanjutan Sustainability Aspect Performance Review | | |
| B.1 | Aspek Ekonomi, paling sedikit memuat: Economic Aspects, at least include: | 16 |
| B.2 | Aspek Lingkungan Hidup, paling sedikit memuat: Environmental Aspects, at least include: | 17 |
| B.3 | Aspek Sosial Social Aspect | 16 |
| C Profil Perusahaan Company Profile | | |
| C.1 | Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Sustainability Values | 8 |
| C.2 | Alamat Perusahaan Company Address | 20 |
| C.3 | Skala Usaha, paling sedikit meliputi: Business Scale, at least include: | 22, 25, 48 |
| C.4 | Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities Carried Out | 20 |
| C.5 | Keanggotaan Pada Asosiasi Membership In Associations | 27 |
| C.6 | Perubahan yang Bersifat Signifikan Significant Changes | 24 |
| D Penjelasan Direksi Board of Director Statement | | |
| D.1 | Penjelasan Direksi Board of Director Statement | 30 |
| E Tata Kelola Keberlanjutan Sustainable Governance | | |
| E.1 | Penanggung Jawab Penerapan Keuangan Berkelaanjutan Responsible Party related to Sustainable Finance Implementation | 37 |
| E.2 | Pengembangan Kompetensi terkait Keuangan Berkelaanjutan Competency Development related to Sustainable Finance | 44 |
| E.3 | Penilaian Risiko atas Penerapan Keuangan Berkelaanjutan Risk Assessment for the Application of Sustainable Finance | 36 |
| E.4 | Hubungan dengan Pemangku Kepentingan Stakeholder Engagement | 106 |



| No Indeks Index Number | Nama Indeks Index Name | | Halaman Page(s) |
|---------------------------|---|--|--------------------|
| E.5 | Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems Encountered on Sustainable Finance | | 37 |
| F | Kinerja Keberlanjutan Sustainability Performance | | |
| | F.1 | Kegiatan Membangun Budaya Keberlanjutan Building a Sustainability Culture | 11 |
| | Kinerja Ekonomi Economic Performance | | |
| | F.2 | Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Production Targets and Performance, Portfolio, Financing Targets, or Investment, Income and Profit and Loss | 79 |
| | F.3 | Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrument Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Portfolio Targets and Performance, Financing Targets, or Investments on Financial Instruments or Projects That Are in Line With The Implementation of Sustainable Finance | 79 |
| | Kinerja Lingkungan Hidup Environmental Performance | | |
| | Aspek Umum General Aspects | | |
| | F.4 | Biaya Lingkungan Hidup Environmental Costs | 88 |
| | Aspek Material Material Aspects | | |
| | F.5 | Penggunaan Material yang Ramah Lingkungan Usage of Environmentally Friendly Materials | N/R |
| | Aspek Energi Energy Aspects | | |
| | F.6 | Jumlah dan Intensitas Energi yang Digunakan The Amount and Intensity of Energy Used | 82 |
| | F.7 | Upaya dan Pencapaian Efisien Energi dan Penggunaan Energi Terbarukan Energy Efficiency Efforts and Accomplishments, Including the Usage of Renewable Energy Sources | 83 |
| | Aspek Air Water Aspects | | |
| | F.8 | Penggunaan Air Water Usage | 86 |
| | Aspek Keanekaragaman Hayati Biodiversity Aspects | | |
| | F.9 | Dampak dari wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati; dan Impact of Operational Areas that are Near or in Conservation Areas or Have Biodiversity; and | 88 |
| | F.10 | Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Effort | N/A |
| | Aspek Emisi Emission Aspects | | |
| | F.11 | Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Amount and Intensity of Emission Produced by Type | 84, 85 |
| | F.12 | Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievement of Emission Reduction | 85 |



| No Indeks Index Number | Nama Indeks Index Name | Halaman Page(s) |
|---|--|--------------------|
| Aspek Limbah dan Efluen Waste and Effluent Aspects | | |
| F.13 | Jumlah Limbah dan Efluen yang dihasilkan berdasarkan Jenisnya Amount of Waste and Effluent Produced by Type | 87 |
| F.14 | Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism | 86 |
| F.15 | Tumpahan yang Terjadi (Jika Ada) Spills That Occur (If Any) | 66 |
| Aspek Pengaduan Terkait Lingkungan Hidup Complaints Related to the Environment Aspects | | |
| F.16 | Jumlah dan Materi Pengaduan Lingkungan Hidup yang diterima dan diselesaikan Amount and Material of Environmental Complaints Received and Resolved | 88 |
| Kinerja Sosial Social Performance | | |
| F.17 | Komitmen untuk memberikan layanan atas produk dan/atau Jasa yang setara kepada konsumen Commitment to Provide Services on Equal Products and/or Services to Consumers | 75 |
| Aspek Ketenagakerjaan Employment Aspects | | |
| F.18 | Kesetaraan kesempatan kerja Equal Employment Opportunities | 61 |
| F.19 | Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor And Forced Labor | 48 |
| F.20 | Upah Minimum Regional Regional Minimum Wage | 68 |
| F.21 | Lingkungan Bekerja yang Layak dan Aman A Decent and Safe Work Environment | 63 |
| F.22 | Pelatihan dan Pengembangan Kemampuan Pegawai Training and Development of Employee Skills | 61 |
| Aspek Masyarakat Community Aspects | | |
| F.23 | Dampak Operasi terhadap Masyarakat sekitar Operations Impacts on Surrounding Communities | 88, 92 |
| F.24 | Pengaduan Masyarakat Community Complaints | N/A |
| F.25 | Kegiatan Tanggung Jawab Sosial Lingkungan (TJS) Corporate Social Responsibility (CSR) Activities | 92 |



| No Indeks Index Number | Nama Indeks Index Name | Halaman Page(s) |
|---------------------------|---|--------------------|
| | Tanggung Jawab Pengembangan Produk/ Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development | |
| F.26 | Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and development of Sustainable Financial Products and/or Services | 74 |
| F.27 | Produk/Jasa yang Sudah Dievaluasi Keamanannya Bagi Pelanggan Products/Services that Have Been Evaluated For Customers | 75 |
| F.28 | Dampak Produk/Jasa Impact of Product/Services | 75 |
| F.29 | Jumlah Produk yang ditarik kembali The Number of Products Withdrawn | 75 |
| F.30 | Survei Kepuasan Pelanggan terhadap produk/Jasa dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey of Products/Services and/or Sustainable Finance Services | 75 |
| G | Lain – lain Others | |
| G.1 | Verifikasi Tertulis dari pihak Independen (Jika Ada) Written Verification From Independent Parties (If Any) | N/A |
| G.2 | Lempar Umpam Balik Feedback Form | 119 |
| G.3 | Tanggapan terhadap umpan balik Laporan Keberlanjutan Tahunan Sebelumnya Responses to Previous Year's Sustainability Report Feedback | 101 |
| G.4 | Daftar Pengungkapan Sesuai peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies | 110 |



INDEKS ISI GRI

GRI CONTENT INDEX

| | | |
|--|---|---|
| Pernyataan penggunaan Statement of Use | PT Radiant Utama Interinsco Tbk melaporkan informasi dalam indeks GRI ini untuk periode 1 Januari 2023 – 31 Desember 2023 dengan referensi Standar GRI. | PT Radiant Utama Interinsco Tbk has reported the information cited in this GRI content index for the period 1 January until 31 December 2023 with reference to the GRI Standards. |
| GRI 1 yang digunakan GRI 1 used | GRI 1: Foundation 2021 | GRI 1: Foundation 2021 |

| Standar GRI GRI Standards | No Indeks Index Number | Pengungkapan Disclosure | Halaman Page(s) |
|---|------------------------------|---|--------------------|
| | | Judul Title | |
| Pengungkapan Umum General Disclosure | | | |
| GRI 2: Pengungkapan Umum 2021 | 2-1 | Detail Organisasi Organizational details | 22, 26 |
| GRI 2: General Disclosure 2021 | 2-2 | Entitas yang termasuk dalam pelaporan keberlanjutan Entities included in the organization's sustainability reporting | 98 |
| | 2-3 | Periode pelaporan, frekuensi, dan kontak Reporting period, frequency and contact point | 98, 101 |
| | 2-4 | Pernyataan ulang informasi Restatement of information | 98 |
| | 2-5 | Jaminan eksternal External assurance | 98 |
| | 2-6 | Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationship | 20, 24, 77 |
| | 2-7 | Karyawan Employees | 48 |
| | 2-8 | Pekerja yang bukan karyawan Workers who are not employees | 56 |
| | 2-9 | Struktur dan komposisi tata Kelola Governance structure and composition | 38, 39 |
| | 2-10 | Nominasi dan pemilihan badan tata kelola Nomination and selection of the highest governance body | 39 |
| | 2-11 | Ketua badan tata Kelola tertinggi Chair of the highest governance body | 38, 39 |
| | 2-12 | Peran badan tata Kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts | 37 |
| | 2-13 | Pendeklegasian tanggung jawab Delegation of responsibility for managing impacts | 37 |
| | 2-14 | Peran badan tata Kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting | 12, 37, 38 |
| | 2-15 | Konflik Kepentingan Conflict of interest | 39 |
| | 2-16 | Komunikasi hal – hal penting Communication of critical concerns | 43 |



| Standar GRI GRI Standards | No Indeks Index Number | Pengungkapan Disclosure Judul Title | Halaman Page(s) |
|--|------------------------------|--|--------------------|
| | 2-17 | Pengetahuan koletif dari badan tata Kelola tertinggi Collective knowledge of the highest governance body | 44 |
| | 2-18 | Evaluasi kinerja badan tata Kelola tertinggi Evaluation of the performance of the highest governance body | 39 |
| | 2-19 | Kebijakan remunerasi Remuneration policies | 39 |
| | 2-20 | Proses untuk menentukan remunerasi Process to determine remuneration | 39 |
| | 2-21 | Rasio kompensasi total tahunan Annual total compensation ratio | N/A |
| | 2-22 | Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy | 10, 30 |
| | 2-23 | Komitmen kebijakan Policy commitments | 10 |
| | 2-24 | Menanamkan komitmen kebijakan Embedding policy commitments | 10 |
| | 2-25 | Proses untuk memulihkan dampak negative Process to remediate negative impacts | 10 |
| | 2-26 | Mekanisme pemberian umpan balik/saran dan kekhawatiran Mechanisms for seeking advice and raising concerns | 75, 101 |
| | 2-27 | Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations | 38 |
| | 2-28 | Asosiasi keanggotaan Membership associations | 27 |
| | 2-29 | Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement | 106 |
| | 2-30 | Perjanjian Kerjasama Collective bargaining agreements | 48 |
| Topik Material Material Topics | | | |
| GRI 3: Topik Material 2021 GRI 3: Material Topics 2021 | 3-1 | Proses untuk menentukan topik material Process to determine material topics | 101 |
| | 3-2 | Daftar topik Material List of material topics | 101 |
| | 3-3 | Manajemen topik material Management of material topics | 101 |
| Kinerja Ekonomi Economic Performance | | | |
| GRI 201: Kinerja Ekonomi GRI 201: Economic Performance | 201-1 | Nilai Ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed | 79 |
| Keberadaan Pasar Market Presence | | | |
| GRI 202: Keberadaaan Pasar 2016 GRI 202: Market Presence 2016 | 202-1 | Rasio standar upah karyawan entry-level berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage | 68 |



| Standar GRI GRI Standards | No Indeks Index Number | Pengungkapan Disclosure | Halaman Page(s) |
|--|---------------------------|---|--------------------|
| Praktik Pengadaan Procurement Practices | | | |
| GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016 | 204-1 | Proporsi pengeluaran untuk pemasok local Proportion of spending on local suppliers | 78 |
| Anti korupsi Anti corruption | | | |
| GRI 205: Anti korupsi GRI 205: Anti corruption | 205-2 | Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi Communication and training about anti corruption policies and procedures | 41, 42 |
| Energi Energy | | | |
| GRI 302: Energi 2016 GRI 302: Energy 2016 | 302-1 | Konsumsi energi dalam organisasi Energy consumption within the organization | 82 |
| | 302-2 | Konsumsi energi di luar organisasi Energy consumption outside of the organization | N/A |
| | 302-3 | Intensitas energi Energy intensity | 82 |
| | 302-4 | Pengurangan konsumsi energi Reduction of energy consumption | 83 |
| | 302-5 | Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services | N/A |
| Air dan Efluen Water and Effluents | | | |
| GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluents 2018 | 303-5 | Konsumsi air Water consumption | 86 |
| Keanelekragaman Hayati Biodiversity | | | |
| GRI 304: Keanelekragaman Hayati 2016 GRI 304: Biodiversity 2016 | 304-1 | Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanelekragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 88 |
| Emisi Emissions | | | |
| GRI 305: Emisi 2016 GRI 305: Emissions 2016 | 305-1 | Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions | 84 |
| | 305-2 | Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions | 84 |
| | 305-4 | Intensitas emisi GRK GHG emissions intensity | 85 |
| | 305-7 | Nitrogen Oksida (NOX), sulfur oksida (SOX), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 85 |



| Standar GRI GRI Standards | No Indeks Index Number | Pengungkapan Disclosure Judul Title | Halaman Page(s) |
|--|------------------------------|---|--------------------|
| Limbah Waste | | | |
| GRI 306: Limbah 2020 GRI 306: Waste 2020 | 306-1 | Limbah ditimbulkan dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts | 86 |
| | 306-2 | Manajemen dampak signifikan terkait limbah Management of significant waste-related impacts | 86 |
| | 306-3 | Tumpahan yang signifikan Waste generated | 87 |
| | 306-5 | Limbah diarahkan ke pembuangan Waste directed to disposal | 87 |
| Ketenagakerjaan Employment | | | |
| GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016 | 401-1 | Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover | 56 |
| | 401-2 | Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees | 68 |
| | 401-3 | Cuti melahirkan Parental leave | 69 |
| Keselamatan dan Kesehatan Kerja Occupational Health and Safety | | | |
| GRI 403: Keselamatan dan Kesehatan Kerja 2018 GRI 403: Occupational Health and Safety 2018 | 403-1 | Sistem manajemen Kesehatan dan keselamatan kerja Occupational health and safety management system | 63 |
| | 403-2 | Pengidentifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation | 64 |
| | 403-3 | Layanan kesehatan kerja Occupational health services | 66 |
| | 403-4 | Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety | 68 |
| | 403-5 | Pelatihan pekerja mengenai keselamatan dan kesehatan kerja Worker training on occupational health and safety | 65 |
| | 403-6 | Peningkatan kualitas kesehatan pekerja Promotion of worker health | 66 |
| | 403-7 | Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 64 |
| | 403-8 | Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system | 63 |
| | 403-9 | Kecelakaan kerja Work-related injuries | 65 |
| | 403-10 | Penyakit Akibat Kerja Work-related ill health | 66 |



| Standar GRI GRI Standards | No Indeks Index Number | Pengungkapan Disclosure | Judul Title | Halaman Page(s) |
|--|------------------------------|---|----------------|--------------------|
| Edukasi dan Pelatihan Training and Education | | | | |
| GRI 4041: Edukasi dan Pelatihan 2016 GRI 404: Training and Education 2016 | 404-1 | Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee | | 62 |
| | 404-3 | Percentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews | | 69 |
| Keberagaman dan Peluang yang Sama Diversity and Equal Opportunity | | | | |
| GRI 405: Keberagaman dan Peluang yang Sama 2016 GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees | | 48 |
| Non diskriminasi Non discrimination | | | | |
| GRI 406: Non diskriminasi 2016 GRI 406: Non discrimination 2016 | 406-1 | Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken | | 61 |



LEMBAR UMPAN BALIK FEEDBACK FORM

[G.2]

Silakan pilih salah satu posisi pemangku kepentingan yang Anda wakili:

Please select a stakeholder position that you represent:

- Karyawan Employee
- Supplier Supplier
- Klien Client
- Media Media

- Pemerintah Government
- Investor Investor
- Lainnya, mohon sebutkan: Others, please mention:

Silakan beri penilaian dengan centang di setiap indikator laporan berikut ini:

Please rate by ticking each of the following report indicators:

| Indikator Indicators | ★ | ★★ | ★★★ | ★★★★ | ★★★★★ |
|---|---|----|-----|------|-------|
| Dapat memenuhi informasi yang dibutuhkan Meets the requirements for information | | | | | |
| Transparansi Informasi Transparency of Information | | | | | |
| Jelas dan mudah dimengerti Clear and easily understandable | | | | | |
| Kemudahan mencari informasi Easy to find information | | | | | |
| Keseluruhan laporan The report in its entirety | | | | | |

Silakan beri penilaian kecukupan pengungkapan topik material pada laporan ini:

Please rate the degree of disclosure regarding the material topics covered in this report:

| Daftar Topik Material List of Material Topics | Indikator Indicators | | |
|--|------------------------------|------------------|--------------------------|
| | Terlalu Sedikit Insufficient | Cukup Sufficient | Terlalu Banyak Excessive |
| Kinerja Ekonomi Economic Performance | | | |
| Anti-korupsi Anti-Corruption | | | |
| Kesehatan dan Keselamatan Kerja Occupational Health and Safety | | | |
| Energi Energy | | | |

Apakah laporan ini sudah mewakili perhatian Anda pada kinerja keberlanjutan Kami? Jelaskan dengan singkat.

Are your main concerns about our sustainability performance addressed in this report? Describe briefly.

Tuliskan saran Anda untuk perbaikan laporan keberlanjutan kami

Describe how we can improve our sustainability report by writing your suggestions

Terimakasih atas kesedian Anda untuk meluangkan waktu dalam mengisi feedback form ini, mohon agar formulir ini dapat dikirim kepada kami via email ke sustainability@radian.co.id.

Thanks for your time provided to fill in this feedback form, please send back to us via email to sustainability@radian.co.id.



Lembar Umpan Balik

R RADIANT UTAMA
INTERINSCO

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2023

Laporan Keberlanjutan
Sustainability Report



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