

ENHANCE COMMITMENT TO SUSTAINABILITY



ESG REPORT 2022

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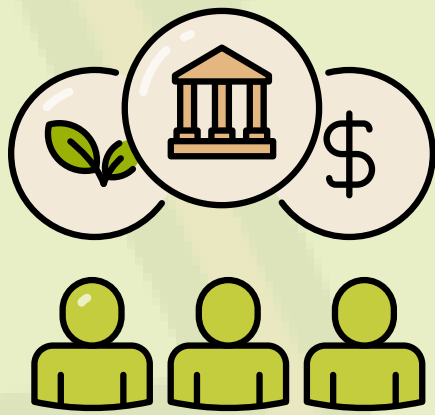
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MESSAGE FROM THE BOARD OF THE DIRECTORS



MESSAGE FROM THE BOARD OF THE DIRECTORS



PT Radiant Utama Interinsco Tbk contributes to the **management of climate change and sustainability** by running **projects related to renewable energy**, namely the installation of a Banyu Power Plant (PLTB) and a Floating Solar PV 10 KWP. This initiative contributes to **an annual reduction in greenhouse gas emissions** of 12.4 tCO₂.



Dear Stakeholders,

We acknowledge that our presence has actual and potential effects on social and environmental aspects. We strive to maintain harmony among environmental, social, and governance (ESG) interests by implementing energy efficiency initiative programs to minimize environmental impact, programs to empower employees and add value to society, and good and sustainable governance.

To attain measurable sustainability performance, we establish goals and strategies. Our sustainability goals are supported by risk management, which is accomplished by implementing COSO Enterprise Risk Management (ERM) in accordance with the risks recognized by each department. The Board of Commissioners oversees risk management, which involves the full Board of Directors and its subordinate roles.

In accordance with the Paris Agreement, the global air temperature increase is limited to a maximum of 1.5 °C. Indonesia and other countries have set goals to attain net zero emissions by 2050 or sooner.

Consequently, numerous businesses have begun the transition by utilizing renewable energy and establishing a net-zero emission road map. This creates opportunities and business prospects for Radiant by establishing and developing a new business unit, the New & Renewable Energy Business Unit, which provides emission management services to assist businesses in instituting energy transitions.

In addition, we support climate change action by beginning to measure our emissions, implementing emission reduction initiatives, and developing sustainability policies, including a road map for reducing emissions that will be published in the next reporting period.

On the following pages, you will find an overview of the environmental, social, and governance (ESG) initiatives currently occurring at Radiant. This includes the work we are doing to construct a sustainable future. These initiatives include addressing climate change, empowering people, and others.

We view this endeavor as an on-going, long-term commitment. We acknowledge that there is much work to do, and Radiant is well-positioned to make a difference.

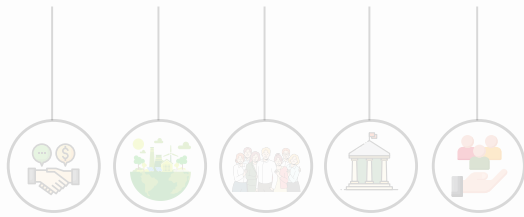
Jakarta, March 2023
PT Radiant Utama Interinsco Tbk

Ir. Sofwan Farisyi, MM
President Director



ABOUT THE REPORT





ABOUT THE REPORT

This report is published as a form of stakeholder engagement and to ensure that stakeholders have a comprehensive understanding of our performance in **managing operational impacts in the environmental, social, and corporate governance (ESG) aspects**. The report spans from 1 January 2022 to 31 December 2022 and makes reference to a number of **POJK 51** indicators and **GRI standards** that emphasize ESG factors.

The prioritization of **material topics** is determined through a **materiality assessment** conducted through FGDs by departmental representatives by modifying the relevant issues and performance for Radiant. Consequently, on August 1, 2022, all representatives concurred that it is crucial to continue managing existing material topics.



Economic Performance



Anti-corruption



Energy



Waste



Occupational Health and Safety





ABOUT RADIANT



RADIANT AT A GLANCE

» Revenue (Billion Rupiahs)

1,706 ▲ 3.7%

1,645

1,616



» Solar Panel Utilization (Hours)



3,062.7

11,688.4

11,258.7

» Corporate Governance Assessment (ACGS 2021)



81.40

2020 2021 2022

» Value Composition of Local Supplier Procurement (%)



15

18

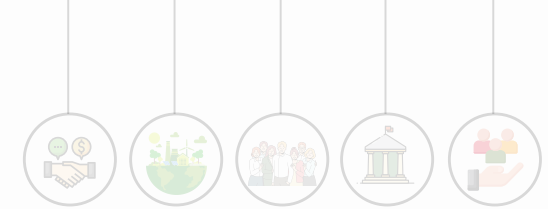
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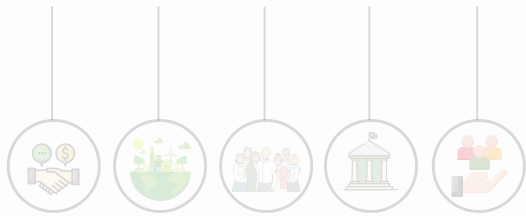
» Number of Training Hours (Jam)

1,448

4,586

4,640.6



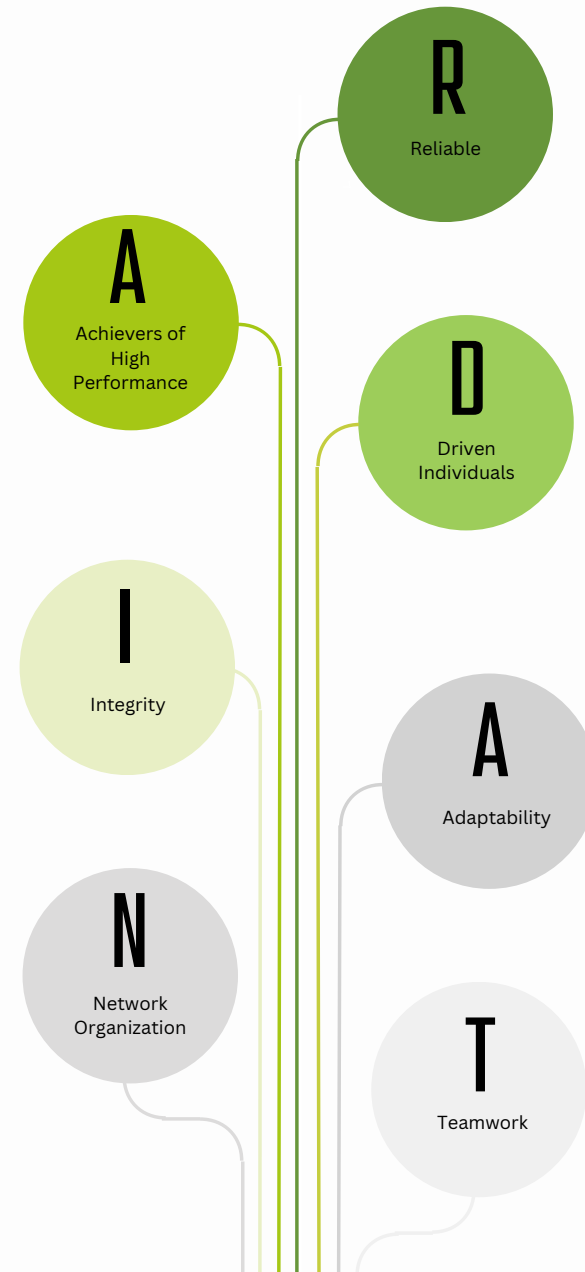


ABOUT RADIANT

PT Radiant Utama Interinsco Tbk is a company that provides general support services to the Oil and Gas industry and other energy sectors, with demonstrated expertise in the Oil and Gas Industry. Radiant's vision is to be committed to becoming an industry-leading organization through the use of qualified personnel, solid finances, sustainable development, and customer satisfaction. Radiant, which was founded in 1984, has 352 employees, one main office, and seven branch offices located throughout Indonesia.

Radiant responds to climate change by committing to become a **Net-Zero Carbon Company**, as demonstrated by its involvement in the **KADIN Net-Zero Hub initiative**. On the basis of this initiative, we have initiated the development of a roadmap for achieving sustainability, which is anticipated to be finalized in the near future. In addition, we view this as an opportunity for the sustainability of our business by establishing a new business activity, namely Emission Management Service for companies in the energy industry.

To learn more about Radiant's operations and business structure, please see our FY21 **Annual Report**.





SUSTAINABLE PROCUREMENT

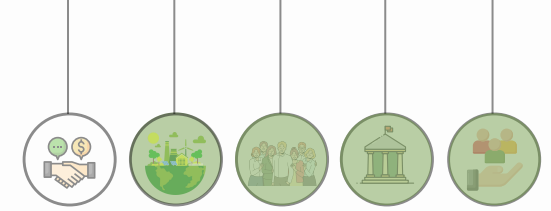


12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS





SUSTAINABLE PROCUREMENT



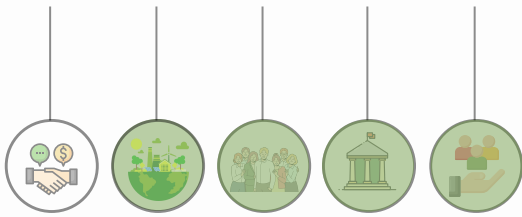
Radiant is committed to involving the **local community** in all of its operational activities across all labor areas. We also cultivate amicable relationships with local communities in order for them to become our vendors and suppliers, as this indirectly raises the standard of living for the local populace. We also provide **training and education for our local vendors and suppliers**, which is intended to enhance their competitiveness.

Vendor Management System

Radiant's vendor management system (VMS) is a registration, validation, and legality repository system accessible via a digital page. The principal advantage of implementing a VMS is that all data, information, and legality of Radiant's vendors are centralized.

Moreover, the implementation of Radiant VMS contributes to the reduction of paper usage because:



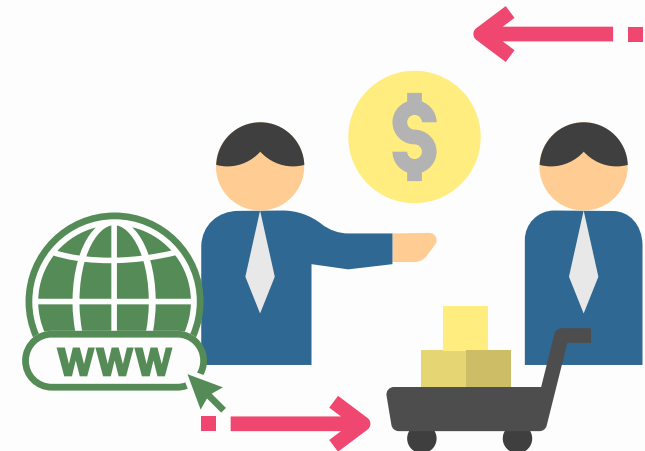


In order to become Radiant's partners, vendors must read, comprehend, and abide by the company's anti-bribery and corruption policies and code of ethics.

In addition to reading, comprehending, and adhering to this policy, we require that all of our business partners support its implementation by signing an integrity pact for the implementation of the Anti-Bribery and Corruption System, so that cooperation is established without bribery, corruption, or conflicts of interest.

Electronic Purchase Order

Since 2021, our contribution to reducing paper consumption has been demonstrated by converting Purchase Orders to digital format. Previous Purchase Order documents are still printed, sent, and stored in hard copy form; however, with Electronic Purchase Orders, sheet documents are converted into soft copies and integrated into the ERP system.





MINIMIZING ENVIRONMENTAL IMPACT

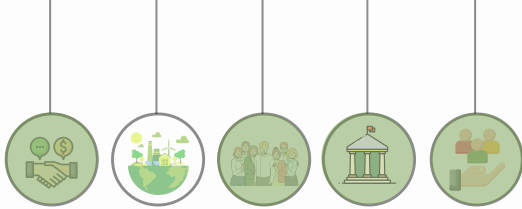


13 CLIMATE
ACTION



7 AFFORDABLE AND
CLEAN ENERGY





MINIMIZING ENVIRONMENTAL IMPACT



Radiant utilizes **renewable energy** by deploying solar panels with a maximum energy capacity of 9.43 kWp in its headquarters. On-grid **solar panel** technology will capture sunlight for conversion into electrical energy. In 2022, the energy consumption from solar panels at the Radiant headquarters is 11,258.7 kWh or 40.53 GJ, equivalent to a **savings of IDR 16,265,443.89 in electricity costs.**

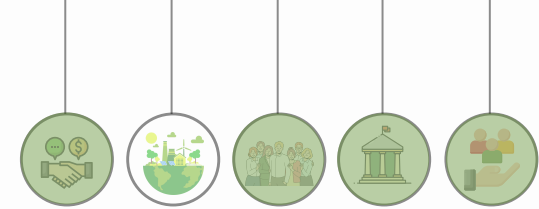
Carbon Footprint

Radiant has joined the Net-Zero Hub (NZH) initiative of KADIN. KADIN NZH is a platform designed to help Indonesian businesses get started on the path to carbon neutrality.

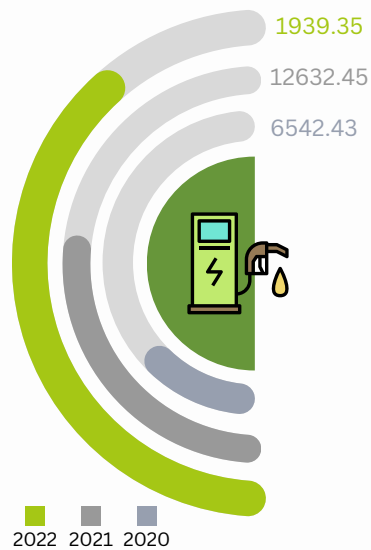
In 2022, we commence measuring Greenhouse Gas (GHG) emissions from operational activities in scopes 1 and 2. The calculation of GHG emissions is in accordance with the 2017 Ministry of Environment and Forestry Regulation on Guidelines for Implementation and Reporting of the National Greenhouse Gas Inventory. In addition to greenhouse gas emissions, generator chimneys also generate NOx and CO emissions.

In the calculation of emissions shown below, the increase in electricity and fuel consumption is attributable to the resumption of normal operational activities following the implementation of WFH in accordance with COVID-19 and the addition of a work area.





Direct GHG Emission (Scope 1) (tCO2e)



Note:
Tier one Emission Factors refer to the National Greenhouse Gas Inventory Implementation Guidelines, Ministry of Environment 2017 (ref: IPCC 2006).

Indirect GHG Emission (Scope 2) (tCO2e)



Note:
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.

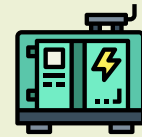
Emission Reduction Initiatives



Develop an emission road map



Conduct Environmental Management and Monitoring Efforts (UKL-UPL)



Maintain generator engines

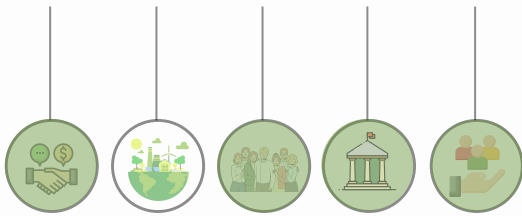


Increase green building certification rating



Maximizing energy efficiency efforts





Renewable Energy Project

As a form of support for global initiatives, Radiant established and developed a new business unit, the New & Renewable Energy Business Unit which is engaged in emission management services to assist companies in implementing energy transitions.

In 2022, we get 2 projects related to renewable energy, namely the installation of a Banyu Power Plant (PLTB) and a 10 kWp Floating Solar PV.



The Bayu Power Plant (PLTB)
Installation Project located at Pusgiwa, University of Indonesia, Depok, has a capacity of 4 kWp. The energy obtained from this PLTB is used to illuminate garden lights in the Pusgiwa UI Building, which amounts to 25 units of garden lights and 2 units of LED spotlights.



We contribute to reducing carbon dioxide emissions by 2.7 Tons of CO₂/year.

Floating Solar PV 10 KWP
located in Tanjung Kelayang Special Economic Zone (SEZ) Belitung Regency. This initiative contributes to the realization of decarbonization.



We contribute to reducing carbon gas emissions by 9.7 tons of CO₂/year or the equivalent of saving 4.2 hectares of forest in one year.



EMPLOYEE EMPOWERMENT



4
QUALITY
EDUCATION

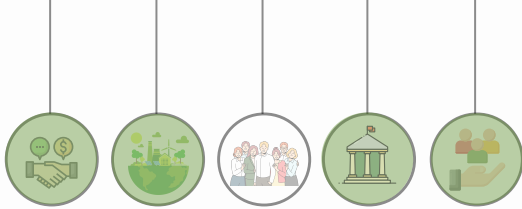


10
REDUCED
INEQUALITIES



5
GENDER
EQUALITY





EMPLOYEE EMPOWERMENT

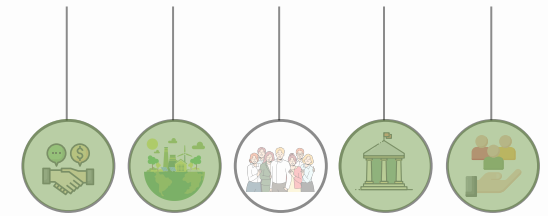
We provide all employees, regardless of gender or age, with **equal rights and opportunities** for developing their competencies. We are also committed to continuously **enhancing the quality of HR management** to ensure the organization's continued profitability and productivity.

According to the Human Resources Policy on Employee Recruitment and Selection, Radiant conducts a fair recruitment process. We prioritize a transparent, background-discrimination-free, and corruption-, collusion-, and nepotism-free recruitment procedure.

As a form of corporate strategy for retaining employees, we have the following policy:

- 1 Employee tenure award
- 2 Awards for outstanding employees.
- 3 Structure of the pay scale based on the weight of each task.
- 4 Employee refreshment activities.
- 5 Private Health Insurance.





Radiant avoids direct involvement in activities that may result in human rights violations. Radiant employs no child labor or forced labor in accordance with the Company's policy referencing the Manpower Law.

Diversity is essential for us to create an open and respectful workplace. We value all of our employees and offer equal career opportunities (at both the staff and management levels), regardless of gender, race, ethnicity, or religion.

We had no incidents of discrimination in either an internal or external company during the reporting year.



Programs to improve the quality of our employees include:



Optimizing gender diversity and equality



Ensure employee welfare



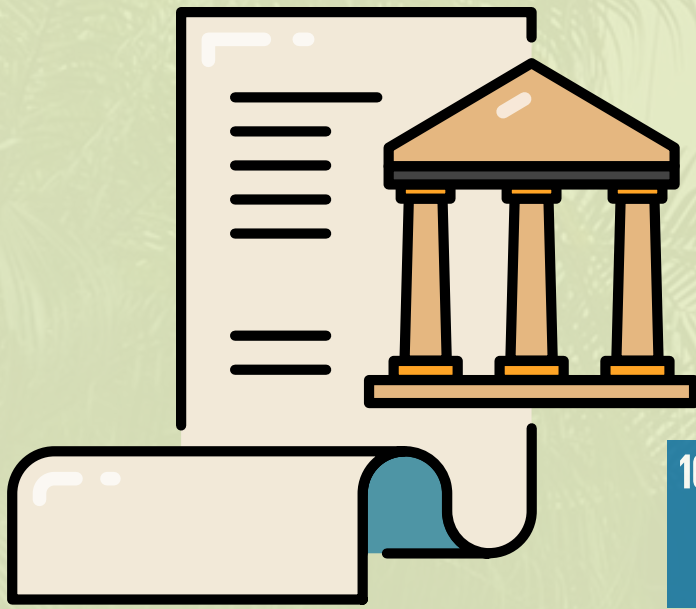
Decent and safe work environment



Employee competence improvement



SUSTAINABLE GOVERNANCE





SUSTAINABLE GOVERNANCE

By issuing a Joint Decree of the Board of Directors and Board of Commissioners titled SKB/001/RUI/XII/2022 on Corporate Governance, we demonstrate our commitment to consistently implement **Corporate Governance standards** in guiding the Company towards sustainability.

In addition, this serves as evidence of our compliance with applicable laws and regulations. Consequently, we ensure that all of the Company's business processes adhere to the principles of sound and sustainable corporate governance.

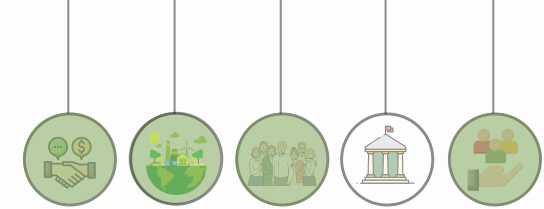
We evaluated the implementation of corporate governance in 2021 using the **ACGS (ASEAN Corporate Governance Scorecard) standard** in this reporting year. The assessment report reveals that Radiant received 6 additional points and 12 penalties for governance practices implemented in 2021.

Radiant receives a score of **81.40**, with a **Good** predicate or **Level 3 (80-89.99)**. The score is near to the ACGS standard's maximum value. Compared to the average achievement score of all Issuers in Indonesia, 75.76, this value is above average.



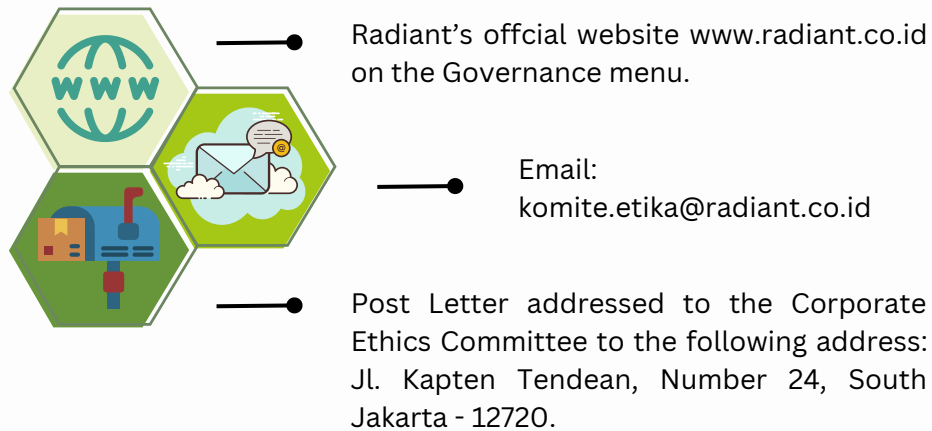
Whistleblowing System Mechanism





The following mechanism can be used for reporting submission in writing:

a. Fill out the reporting form available at



b. Reporting violations in writing must be accompanied by evidence and supporting documents related to the violation to be reported.

Anti-corruption Policy

In addition to the Company's Code of Conduct, Radiant's Board of Directors has issued a Joint Decree of the Board of Directors and Board of Commissioners number 004/RUI/XII/2022 on AntiBribery and Corruption Policy that expressly prohibits the Board of Directors, management, and all employees from giving or receiving rewards from any party who transacts with or has an interest in the company, including partners (suppliers, distributors, bank creditors, and so on), customers, and the media.

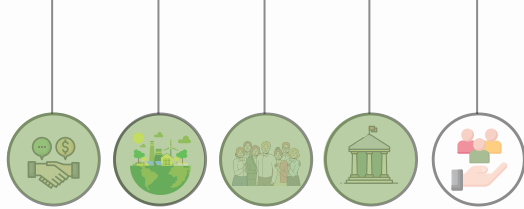




CONTRIBUTING VALUES TO COMMUNITY



CSR



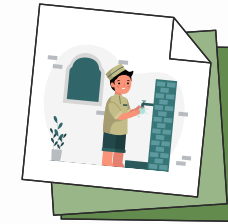
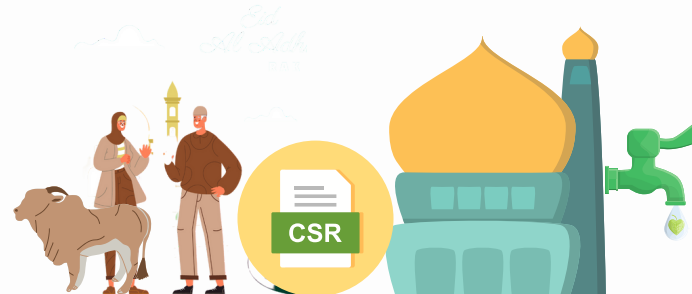
CONTRIBUTING VALUES TO COMMUNITY



Distribution of Sacrificial Animals

Radiant participates in sacrificial activities during the 2022 Eid al-Adha celebration at its headquarters in Jakarta, as well as at several of its branch offices in Cilegon and Balikpapan.

This activity provides human value in addition to its religious value. Radiant distributed the sacrificed animal meat to the surrounding community and Radiant employees after slaughtering the animals.



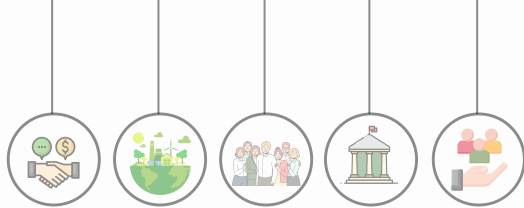
Reconstruction of Ablution Places and Toilets

In the East Kalianget village of Sumenep's Darul Ibat Musholla, Radiant built a new ablution facility and fixed up the bathroom in 2022. This change is a concrete example of how committed we are to meeting the social needs of the community and is expected to help the people of Kalianget.

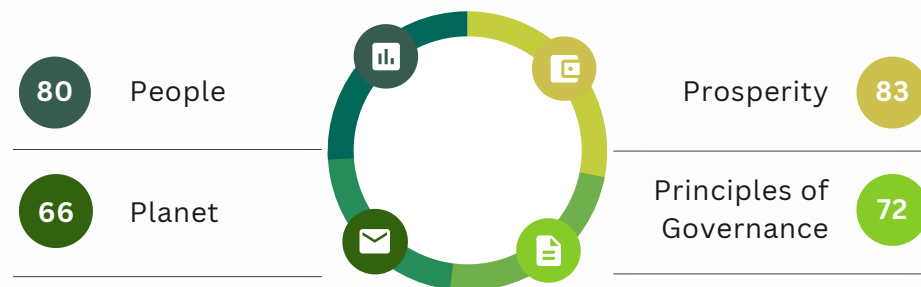


ESG SELF ASSESSMENT





ESG SELF ASSESSMENT



Note:
Sustainability score assessment through ENI's digital Open-ses platform





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