PT. Gateway Container Line



Sustainability **Report.**

Preapared By: TFP

PT. Gateway Container Line

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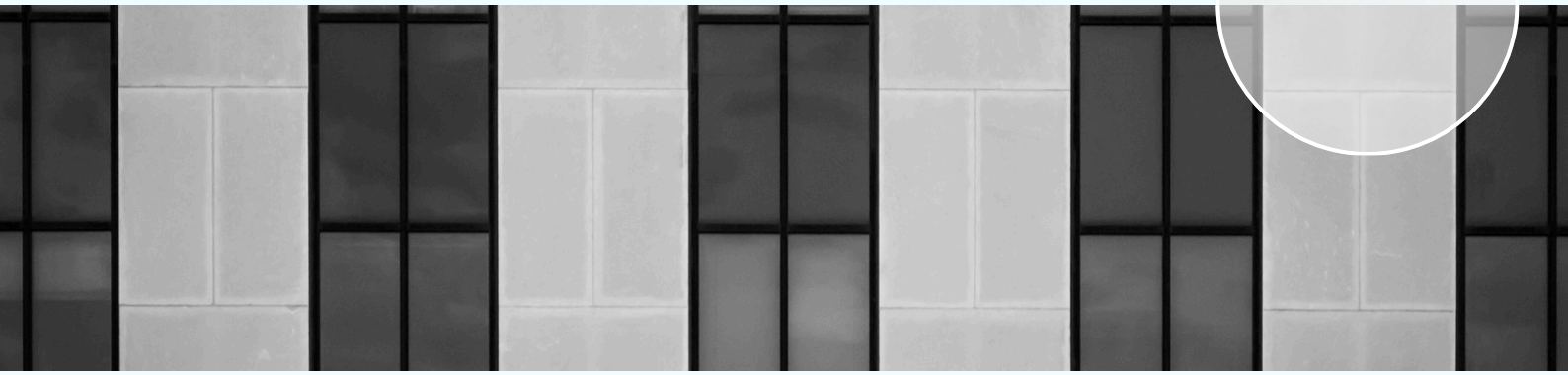

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PT. Gateway Container Line

CEO Message

Hesty Rosmawaty
Company CEO



As the Managing Director of PT Gateway Container Line, I am pleased to present our Sustainability Report not only as a reflection of what we have achieved, but of the kind of company we aspire to become.

For Gateway, sustainability is more than reducing environmental impact or fulfilling corporate commitments. It is about responsibility to our people, our planet, our business, and the generations that come after us.

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The logistics industry operates in a world of constant change. Geopolitical uncertainty, climate challenges, evolving customer expectations, technology, and new regulations continue to reshape our industry. We cannot control every disruption, but we can choose how responsibly we respond. For us, this is where sustainability and resilience meet.

We believe sustainability must be part of how we do business not something separate from it. Profit gives a business the strength to grow; people give it purpose; and the planet reminds us that growth must come with responsibility. These three dimensions must move together.

After taking first steps in 2024, our journey continued in 2025 under the theme “Green Routes Ahead: Collaborate for a Sustainable Freight Journey.” It reflects our belief that sustainable logistics cannot be achieved alone. It requires collaboration among our employees, customers, suppliers, business partners, and communities.

Sustainability also begins with the way we conduct ourselves: how we treat and develop our people, how we use resources, how we embrace technology, how we operate with integrity, and how accountable we are for the decisions we make.

Sustainability is not about being perfect. It is about being conscious, responsible, and committed to continuous improvement.

As Gateway grows, our responsibility must grow with us. We want to build a company that remains resilient and relevant embracing technology without losing its humanity, pursuing growth without losing its values, and creating success that can be sustained for generations.

Ultimately, sustainability is about the legacy we choose to leave behind.

Our ambition is not simply to build a bigger Gateway, but to build a better Gateway : stronger in business, responsible in action, human in purpose, and sustainable for generations to come.

This is the journey we choose. And this is the responsibility we embrace, together.

PT. Gateway Container Line

Company Overview

Company Vision

To be the foremost consolidation company in Indonesia.

Company Mission

To provide appropriate products with global standard service

PT Gateway Container Line (GCL) is an Indonesia-based freight forwarding and logistics company serving domestic and international supply chains. Our core services include sea freight, air freight, LCL consolidation, trucking, warehousing, and customs-related services.
In delivering our services, GCL is supported by our internal capabilities and resources, while also working with various business partners and logistics service providers based on operational and customer requirements. These collaborations include shipping lines, airlines, trucking providers, warehouse operators, customs partners, and other service providers, supporting the smooth and efficient movement of cargo.

As a logistics company, we recognize our role in connecting businesses while contributing to broader environmental, social, and economic impacts. Our sustainability approach therefore focuses on improving operational efficiency, reducing environmental impacts, strengthening responsible supply chain practices, developing our people, and contributing to the communities in which we operate.

Through continuous improvement, digitalization, collaboration, and responsible business practices, GCL aims to build a resilient and sustainable logistics business that creates long-term value for our customers, employees, business partners, and other stakeholders.



PT. Gateway Container Line

About the Report

This Sustainability Report highlights PT Gateway Container Line's commitment, performance, and progress in environmental, social, and governance (ESG) practices for the period of January 1 to December 31, 2025.

Following our foundational efforts in 2024, this report is centered around the theme "Green Routes Ahead: Collaborate for a Sustainable Freight Journey." It details our key initiatives, operational improvements, and strategic efforts to build a more resilient and sustainable logistics ecosystem alongside our stakeholders.

- **Report Reference**

1. **Global Reporting Initiative (GRI) Standards** as the primary framework for sustainability reporting
2. **GHG Protocol** Corporate Standard and Corporate Value Chain (Scope 3) Standard, as the basis for our greenhouse gas calculations.
3. **Sustainable Development Goals (SDGs)** as a global framework for sustainable development.
4. **Company Competencies** (ISO 9001, ISO 14001, ISO 45001, ISO 37001, SMETA, and C-TPAT) as governance and sustainability standards.

- **Report Scope**

Organizational Coverage

All operational activities of PT Gateway Container Line in Indonesia, including consolidation, freight forwarding, customs clearance, warehousing, and transportation.

Report Boundaries

The data presented includes environmental aspects (greenhouse gas emissions, energy, circularity), social aspects (employees, training, occupational health and safety, community engagement), and governance aspects (certifications, policies, risk management, whistleblowing system, supplier management).

Data and Merhodology

Greenhouse gas emissions are calculated using operational data from January to December 2025, with reference to the GHG Protocol. Figures for 2024 are included for comparison.

Stakeholder Engagement

The report incorporates the expectations of key stakeholders, including employees, customers, vendors, regulators, and communities.

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Sustainability Highlight

Environment

GHG emissions

- Carbon intensity per million kg of cargo handled fell 81.7% versus the 2024 baseline, even as air freight volume grew 8x
- Air and sea freight carbon intensity per unit held flat to improving, showing efficiency kept pace with rapid scale-up



2024
293.11 tCO2e

2025
1,325.09 tCO2e amid 8x volume growth

Carbon intensity per volume (Scope 1 and 2)	-81.7%
Air freight intensity (per kg)	±0%, held steady
Sea freight intensity (per CBM)	-2%, improved

Circularity via RVM

68,450
plastic bottles collected (1,280 kg)

1,089.5 m³
landfill space diverted

Highlights

8x growth in air freight volume with flat per-kg carbon intensity

community recycling partnership diverted 1.28 tonnes of plastic waste

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Sustainability Highlight

Social



0 Fatalities and Lost Time Injuries, for the second consecutive year (2024–2025)



Cases of child labour, forced labour, discrimination, or harassment — consistently nil since 2024



Training hours across 13 programs (+63% YoY), averaging 2.01 hours per employee



BPJS Ketenagakerjaan (social security) coverage, up from 88.6% in 2024

Governance



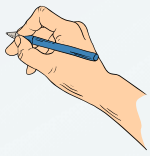
6 International certifications: ISO 9001, 14001, 45001, 37001, C-TPAT, and SMETA



Zero Code of Ethics violations and whistleblowing reports in 2025



53 Vendors assessed on sustainability and human rights, up from 15 in 2024



100% Vendors signed our Supplier Code of Conduct

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Material Topics

To keep this report focused on what matters most, we identified the ESG topics that are most relevant to our logistics operations and most important to our stakeholders. The topics were identified with reference to the GRI Standards, common practice in the freight forwarding sector, and the expectations of our employees, customers, vendors, regulators, and communities.

Pillars	Material Topics	What it covers
Environment	Climate change	Greenhouse gas emissions from our operations and from the air and sea freight carried by our partners
Environment	Energy and water	Electricity and water used across our offices and warehouses
Environment	Waste and circularity	Plastic recycling and paper reduction through digitalization
Social	Occupational health and safety	Keeping employees and workers safe in our warehouses, trucking, and offices
Social	Employee development and welfare	Training, career growth, and social security for our people
Social	Human rights and equal treatment	Fair labour practices, diversity, and a workplace free from discrimination and harassment

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Pillars	Material Topics	What it covers
Social	Community engagement	CSR programs, scholarships, and recycling initiatives in our communities
Governance	Business ethics and integrity	Anti-bribery, our Code of Ethics, and a confidential whistleblowing system
Governance	Supplier management	Vendor audits and a Code of Conduct that promote responsible practices in our supply chain



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Stakeholder Engagement

	How we engage	What matters to them	Our actions
Employees	Annual gatherings and outings, internal surveys, training programs	Welfare and benefits, career development, health and safety	BPJS coverage, regular training programs, Best Employee Award
Customers	Customer gatherings and satisfaction surveys	Reliable and timely service, transparent pricing, digital innovation	E-DO, e-Invoicing, ERP, and FMS, plus continuous service improvement
Vendors and partners	Vendor audits and annual vendor gatherings	Operational and safety compliance, long-term partnership	Annual vendor audit, Code of Conduct signed by all vendors
Communities	CSR programs, donations, educational scholarships	Social and environmental support, education, waste management	Scholarships, disaster relief, Plasticpay RVM recycling
Regulators	Certification and compliance audits	Regulatory compliance, safe and secure operations	Six certifications maintained, including ISO 9001, 14001, 45001, 37001, SMETA, and C-TPAT

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Enterprise Risk Management

Operational

Key risks

- Supply chain disruption
- Safety incidents
- Service delays

Mitigation

- Annual vendor audits
- OHS program under ISO 45001
- Business Continuity Plan

Compliance

Key risks

- Regulatory non-compliance
- Corruption or unethical practices

Mitigation

- ISO 9001, 14001, 45001, and 37001 certifications
- Annual Code of Ethics declaration
- Whistleblowing system

Environmental and social

Key risks

- Emissions from air and sea freight
- High energy use
- Waste generation
- Community dissatisfaction

Mitigation

- Annual GHG inventory
- Energy efficiency and digitalization
- Plasticpay RVM recycling
- CSR programs

Technology and cybersecurity

Key risks

- Data breach
- System downtime

Mitigation

- IT security policy
- Employee training
- Steps toward ISO 27001 certification

Our ERM principles

1. **Integration**
   Risk management is built into planning, operations, and decisions
2. **Proactive monitoring**
   Risks are reviewed twice a year by management
3. **Clear accountability**
   Roles and ownership are assigned for each risk
4. **Continuous improvement**
   The framework adapts to emerging risks such as climate change and cyber threats

PT. Gateway Container Line

Environment

Air Freight Carbon Intensity & Volume Growth (2025)

Subcontracted cargo volume vs total operational emissions



59%

Air and Ocean Freight share of total GHG footprint (1.098,53 tCO2e of 1.861,42 tCO2e gross total)

9.15M kg

Total air freight volume managed in 2025
→ Up from 1.14M kg in 2024 (8x growth)

Direct Operations (Scope 1 & 2)

41% Combined Scope 1 & 2 Share

→Direct site & fleet emissions (762.89 tCO2e)

817k km Logistic Fleet Distance

→Isuzu Diesel Trucking:625.59 tCO2e (233.428,57 liters of diesel)

Secondary Operational Equipment

è Diesel forklifts (320 liters) and standby generators (215 liters): 1.43 tCO2e (HVAC electrical power consolidated under Scope 2 grid electricity to prevent double counting)

50% Electric Forklift Ratio

→2 electric vs 2 diesel forklift units operational

Circularity & Efficiency Metrics

2.4 tCO2e Plastic Bottle Recycling Offsets

→Local waste collection & recycling reduction

174.195 kWh Facility Power Grid Usage

→100% PLN Non-renewable power (135.87 tCO2e)

110.6k CBM Sea Freight Transport Volume

→Ocean cargo job activities: 0.33 tCO2e

1.859,02 tCO2e Net Emissions 2025

→Final calculated carbon footprint for full year 2025 (1.861,42 tCO2e gross minus 2.4 tCO2e recycling offset)

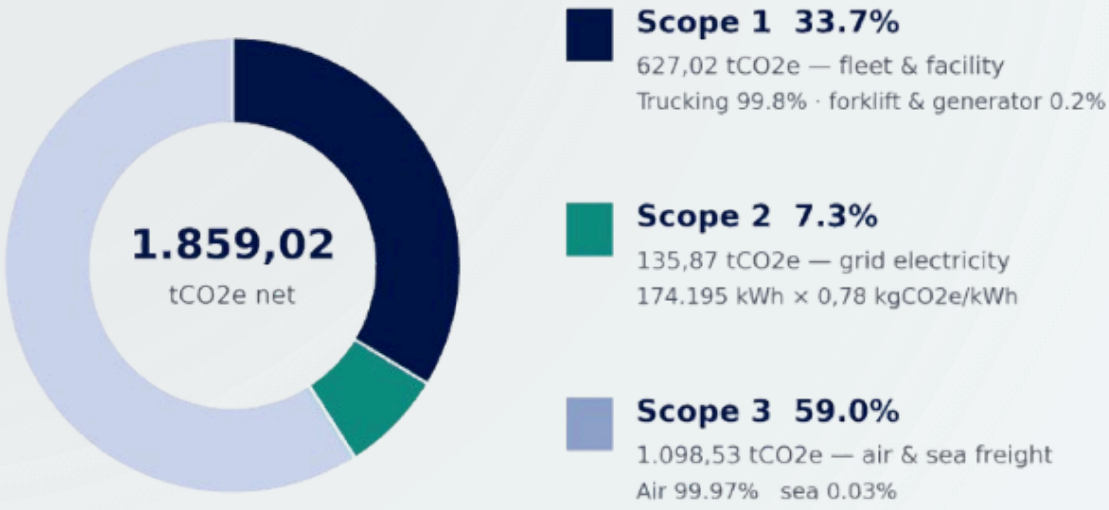
Highlights

Net emissions of 1.859,02 tCO2e came with an eightfold rise in air freight volume. Carbon intensity per million kg of cargo handled fell 82.8%, and facility electricity use fell 10.6%, beating our 5% target.

PT. Gateway Container Line

Environment

Absolute GHG Emissions 2025 in %



In 2025, PT Gateway Container Line recorded total net greenhouse gas emissions of 1.859,02 tCO2e (gross total of 1.861,42 tCO2e). Value chain operations under Scope 3 accounted for 59% of total gross emissions, while direct facility and/or fleet operations (Scope 1) and grid electricity consumption (Scope 2) accounted for 33.7% and 7.3%, respectively. The growth in absolute footprint reflects the expansion of core operational logistics driven predominantly by increased trucking mileage and air transport activity.

Direct operational activities generated 627.02 tCO2e in Scope 1 emissions, driven primarily by fleet logistics of 625.59 tCO2e (99.8%). The remaining 1.43 tCO2e (0.2%) is accounted for by secondary operational equipment such as diesel forklifts and emergency diesel generators (building HVAC electrical power has been consolidated under Scope 2 grid power to prevent double counting).

Facility power consumption resulted in 135.87 tCO2e of location-based Scope 2 emissions, corresponding to 174.195 kWh of actual facility grid electricity consumption evaluated at a regional factor of 0.78 kgCO2e/kWh. On an energy consumption basis, grid electricity usage decreased by 10.6% YoY (from 194.891 kWh in 2024 to 174.195 kWh in 2025).

Scope 3 transport emissions totalled 1.098,53 tCO2e, predominantly tied to air freight forwarding operations in which generated 1.098,20 tCO2e (99.97% of Scope 3) across 9.151.632 kg of cargo volume. Total air transport impacts were calculated using a baseline activity factor of 0.00012 tCO2e/kg. While maritime freight accounted for 0.33 tCO2e (0.03% of Scope 3) across 110.632,65 CBM moved.

Despite rapid operational growth, highlighted by an eightfold expansion in core air freight cargo volumes to over 9.15 million kilograms, we maintained full reporting coverage across all facility assets and transport channels. Moving forward, we remain dedicated to managing our carbon exposure and tracking our operational performance against our internal 10% annual baseline reduction target.

PT. Gateway Container Line

Environment

Scope 1 and 2

Scope 1

625.59
tCO2e

2025: 398.17 tCO2e

Scope 2

-10.6%

135.87
tCO2e

2024: 152.01 tCO2e,
194.891 kWh

Progress Against Internal Baseline Targets	Direct Operations (Scope 1)	Purchased Grid Electricity (Scope 2)
Our internal sustainability benchmark targets a 10% annual reduction in operational carbon emissions. In 2025, a rapid business expansion and substantial increase in processed cargo volume drove absolute Scope 1 and Scope 2 emissions up 38.1%, meaning the target was not met on an absolute mass basis. However, operational facility energy consumption dropped by 10.6% YoY demonstrating improved site power management across warehouse operations.	Direct Scope 1 fleet emissions reached 625.59 tCO2e (+57.1% YoY) to support significantly higher regional cargo transport demands. Secondary equipment (operational diesel forklifts and standby diesel generators) generated 1.43 tCO2e across operations.	Scope 2 indirect emissions reached 135.87 tCO2e based on 174.195 kWh of non-renewable PLN grid electricity consumed across facility operations. When evaluated on actual energy consumption, facility power usage decreased by 10.6% YoY compared to the baseline year (194.891 kWh), reflecting improve site energy management.

PT. Gateway Container Line

Environment

Scope 1 and 2

Scope 1

625.59
tCO2e

2025: 398.17 tCO2e

Scope 2

-10.6%

135.87
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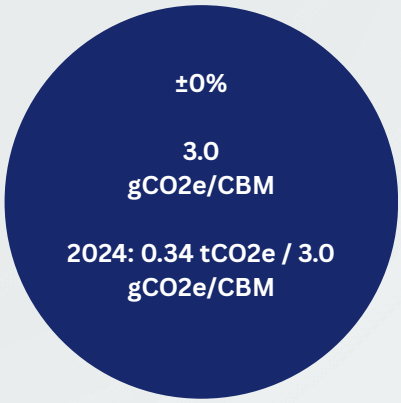
PT. Gateway Container Line

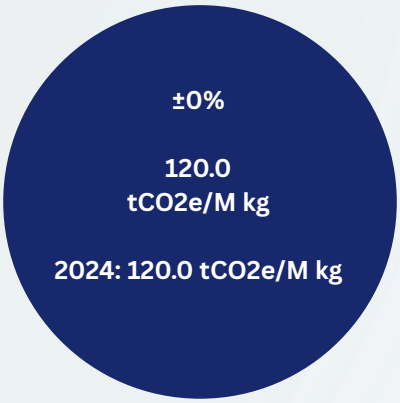
Environment

Scope 3

Maritime Freight



Air Freight



Maritime Freight	**Air Freight**
For scope 3 maritime freight, emission intensity remained stable at 3.0 gCO2e/CBM (±0 % YoY), reflecting consistent ocean carrier performance and optimal container fill rates. Total sea freight emissions remained minimal at 0.33 tCO2e across 110.632,65 CBM of cargo moved. We continue to monitor third-party shipping efficiency across our maritime routes.	For air freight, emission intensity remained unchanged at 120.0 tCO2e/M kg (±0 % YoY), maintaining standard carrier emission factors (0.00012 tCO2e/kg). While absolute emissions rose to 1.098,20 tCO2e, this was driven entirely by an 8 times expansion in air cargo volume (from 1.14 M to 9.15 M kg) rather than efficiency losses.

Altogether, these developments highlight a stable supply chain emission intensity across our logistics operations. While volume expansion increased total air freight output, our emission intensities remained steady across both maritime and air routes. Moving forward, we will continue collaborating with our third-party logistics partners to explore low-emission freight options and optimize cargo routing.

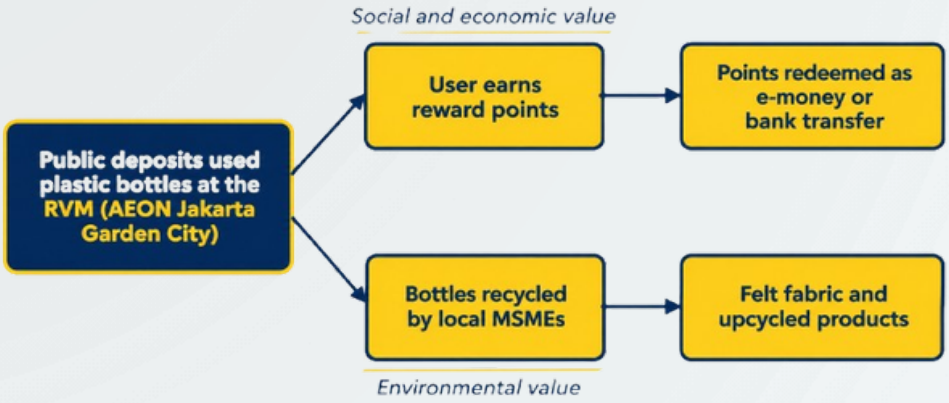
PT. Gateway Container Line

Environment

CSR Programs

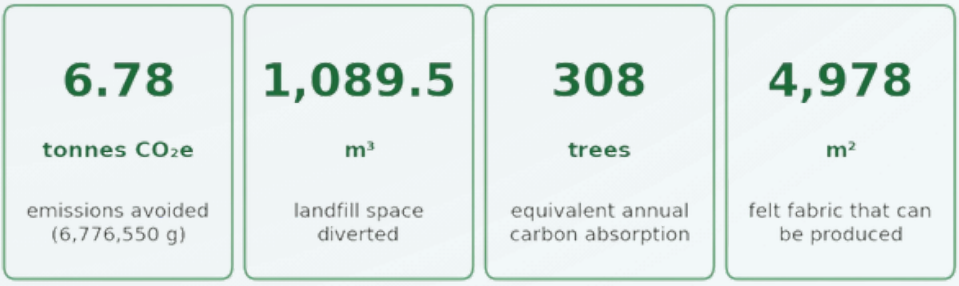
Plastic Waste Management with Plasticpay and Baznas Indonesia

The Company partners with Plasticpay and Baznas Indonesia, an incentive-based plastic bottle collection service, through one collection point: a Reverse Vending Machine (RVM) at AEON Jakarta Garden City. Members of the public exchange used plastic bottles for points that can be converted into e-money or bank transfers. This incentive encourages people to sort and deposit plastic waste, and the collected bottles are processed further into materials such as felt fabric and upcycled products by partner MSMEs. Figure 1 shows how the program works.



From March 2025 to 22 September 2026, the program recorded the following results:

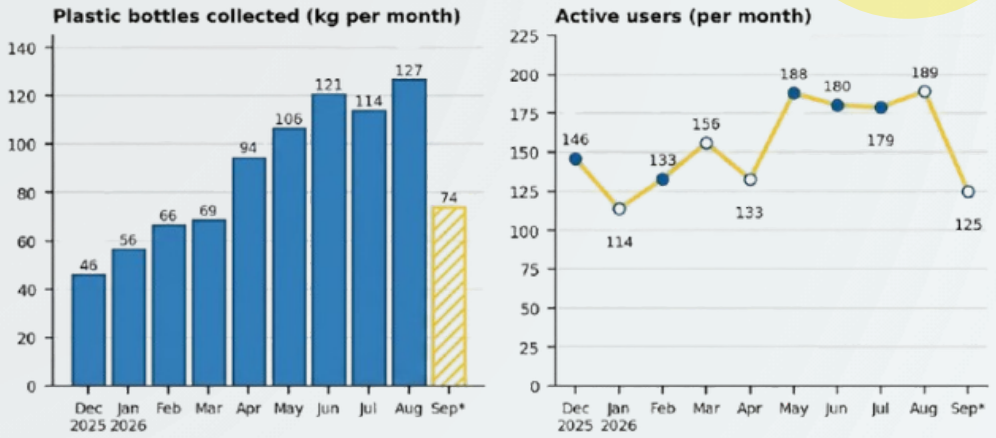
Indicator	Result
Plastic bottles collected	1,280 kg (68,450 bottles)
Active users	1,259 people
Total transactions	5,585 transactions
Estimated carbon emissions avoided	6,776,550 g CO_2e (about 6.78 tonnes)
Estimated landfill space diverted	1,089.5 m^3
Estimated equivalent tree carbon absorption	308 trees (over one year)
Estimated felt fabric that can be produced	4,978 m^2



PT. Gateway Container Line

Environment

Public participation continued to grow. Monthly collection volume rose from 45.96 kg in December 2025 to 126.82 kg in August 2026, nearly three times as much and the highest monthly volume since the program began (Figure 3). The number of monthly active users also stayed between 114 and 189 throughout 2026. September 2026 data does not reflect a full month because the report was last updated on 22 September.



** September 2026: partial month, data up to 22 September 2026.*

The environmental impact figures above are estimates calculated by Plasticpay. Avoided emissions use the emission factors from the Beverage Industry Environmental Roundtable study (2012), landfill space uses EPA and World Bank assumptions, and the tree equivalent assumes absorption of 22 kg of CO_2 per tree per year.

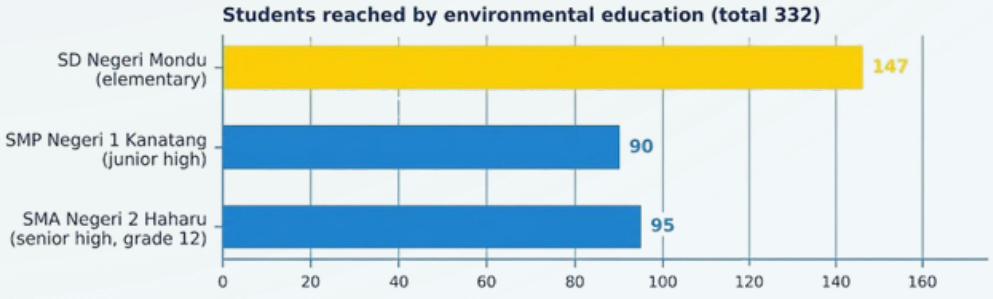
Clean Water and Environmental Education in Mondu Village

In January 2026, the Company sponsored SOS-X HMFT-ITB 2026, themed “Serving the Nation, Greeting Mondu” (Mengabdi untuk Negeri, Menyapa Mondu), a community service program run by the Engineering Physics Student Association of Institut Teknologi Bandung (HMFT-ITB). The program took place in Mondu Village, Kanatang District, East Sumba Regency, East Nusa Tenggara, a 3T (disadvantaged, frontier, and outermost) area with limited access to clean water. Twelve student expedition members took part.

Clean water technology. Of the four hamlets in Mondu Village, the team selected Mauheku Hamlet on the advice of the Menyapa Sumba Community, because its residents struggle to obtain clean water in the rainy season. A water filtration system suited to local needs, complete with a water tank, pipes, and gutters, was installed at the Village Head’s residence. The team also demonstrated the system to neighborhood heads (RW and RT) at the Village Hall so that residents can replicate it independently.

Environmental education. The team delivered lessons and hands-on practice to students at three levels:

- SD Negeri Mondu elementary school (147 students): how well soil, sand, and gravel absorb water.
- SMP Negeri 1 Kanatang junior high school (90 students): flood mitigation and water filtration, with a practical session building simple filters from used plastic bottles and media such as silica sand, activated sand, activated carbon, gravel, and zeolite.
- SMA Negeri 2 Haharu senior high school (95 grade 12 students, per the target): a small-scale hydroelectric power plant as an introduction to renewable energy.



PT. Gateway Container Line

Environment

For residents, the team gave a talk on turning rainwater into usable water and educated them on flood mitigation through waste management and reforestation. The team also planted corn and peanuts together with residents in a garden belonging to the village secretary.

The filtration practical using used plastic bottles at SMP Kanatang is consistent with the Plasticpay program, as both show that used plastic bottles can be put to new use.





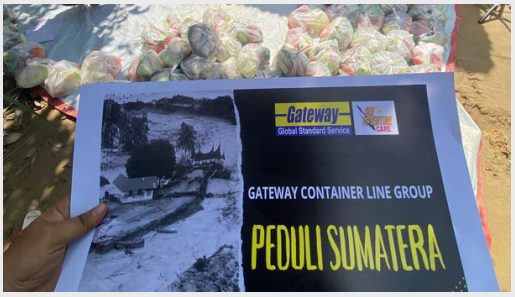
going forward, the Company is committed to continuing similar programs and monitoring the sustainability of their benefits.

Social Assistance

In addition to its environmental programs, PT Gateway Container Line runs social assistance programs as an expression of care for communities affected by disasters, and for the well-being of its employees and their families. These programs cover assistance for areas affected by natural disasters, employee scholarships, and assistance for employees' families. These programs support SDG 1 (No Poverty), SDG 4 (Quality Education), and SDG 11 (Sustainable Cities and Communities).

Assistance for Areas Affected by Natural Disasters

Indonesia is an archipelagic country prone to natural disasters such as floods, earthquakes, and volcanic eruptions. As part of the community, the Company shows its solidarity by providing assistance and donations to communities in areas affected by natural disasters. This assistance aims to ease the burden on victims and support them in meeting their needs during emergency response and recovery.





Assistance for Employees' Families

Employee well-being is inseparable from the condition of their families. The Company therefore provides assistance to employees' families who need support, as an expression of care and an effort to give employees peace of mind in their work.

Employee Scholarships

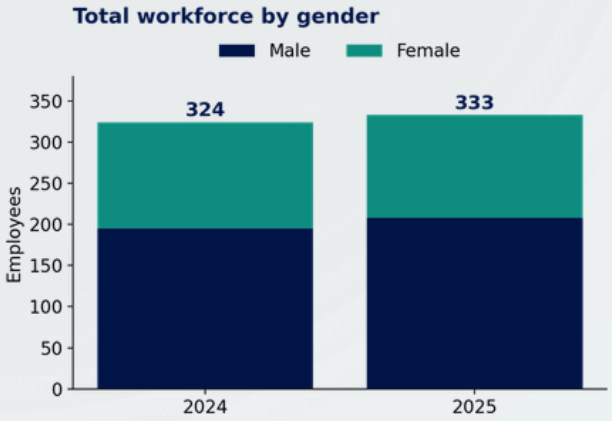
The Company believes that employees are its most important asset and need to keep growing. Through its employee scholarship program, the Company supports employees' opportunities to continue their education and improve their competencies, so that they can grow together with the Company.

PT. Gateway Container Line

Social

Workforce Profile

As of 31 December 2025, PT Gateway Container Line employed 333 people across 10 operational locations, an increase of 2.8% from 324 employees in 2024. Of this total, 288 employees held permanent status and 45 were on contract, reflecting a modest shift toward contract-based hiring compared to the previous year, when 287 employees were permanent and 37 were on contract. By gender, the workforce comprised 208 male employees (62.5%) and 125 female employees (37.5%), compared to 195 male and 129 female employees in 2024, a slight narrowing of gender balance that the company is monitoring as part of its broader workforce planning. Data coverage for this report reached 100% of total employees and 100% of operational locations in both 2024 and 2025, exceeding the company's internal coverage target of at least 80%.



Metric	2025	2024	Change
Total employees	333	324	2.80%
Permanent employees	288	287	0.30%
Contract employees	45	37	21.60%
Male employees	208 (62.5%)	195 (60.2%)	6.70%
Female employees	125 (37.5%)	129 (39.8%)	-3.10%

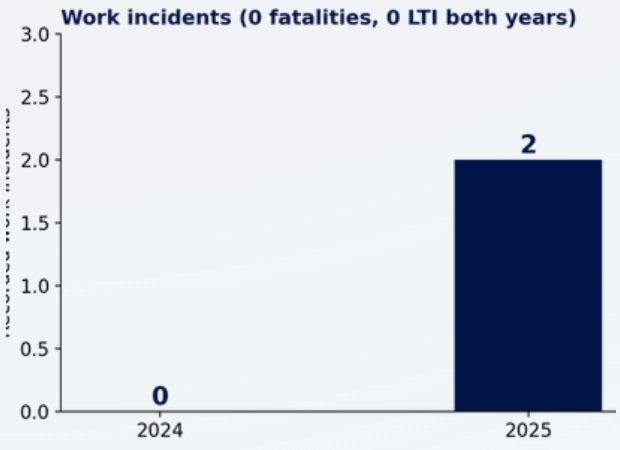
Occupational Health and Safety

Gateway is committed to providing a safe and healthy working environment through its occupational health and safety (OHS) management system, which covers hazard identification, training, inspection, incident reporting, investigation, and corrective and preventive action. In 2025, OHS program coverage remained at 100% of the workforce, covering all 333 employees, consistent with the 100% coverage achieved in 2024. Total working hours increased from 653,184 hours in 2024 to 670,272 hours in 2025, alongside an increase in workforce size from 324 to 333 employees.

In 2025, the company recorded two work-related incidents, compared to none in 2024. Despite the increase in recorded incidents, no lost time injuries (LTI) or fatalities were recorded in either year. No near-miss incidents or occupational illness cases were reported in 2024 or 2025.

Safety inspection activities also increased from one inspection in 2024 to four inspections in 2025, reflecting increased attention to workplace safety monitoring. In addition, K3 training was expanded significantly in 2025, with 150 employees participating in formal K3 training, representing approximately 45.0% of the total workforce, compared with no recorded K3 training participation in 2024. A total of 150 training hours were delivered in 2025.

Going forward, Gateway will continue strengthening its OHS management practices by maintaining zero LTI and zero fatalities, reducing work-related incidents, increasing the coverage of K3 training, and strengthening routine safety inspections and incident and near-miss reporting.



Metric	2025	2024
OHS program coverage	100% (333/333)	100%
Total working hours	670,272	653,184
Recorded work incidents	2	0
Lost time injuries (LTI)	0	0
Fatalities	0	0

Two work incidents were recorded in 2025 (2024: zero), without resulting in lost time or fatality. We are strengthening incident reporting and root-cause review as part of our continuous improvement under our ISO 45001 certified OHS management system.

PT. Gateway Container Line

Social

Career Management and Training

Gateway supports employee competency and career development through training programs, competency evaluation, skills development, and internal development opportunities. In 2025, 165 employees (49.55% of the workforce) joined at least one training program, a substantial increase from 118 employees (36.41%) in 2024. The company ran 13 training programs in 2025, up from 8 in 2024, delivering a total of 197 training hours compared to 121 hours the previous year, and raising the average training hours per employee from 1.02 to 2.01.

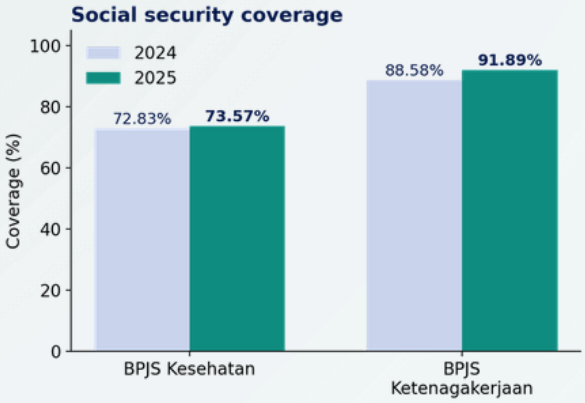
Four employees were placed on a formal individual development plan in 2025, compared to none in 2024, while the number of employees completing a competency evaluation rose from 8 to 12. Internal promotions increased sharply to 4 in 2025 from 1 in 2024, while internal mobility/transfers decreased from 5 to 1, suggesting a shift toward vertical career progression rather than lateral movement. For 2026, the company targets further growth in training coverage beyond 49.55%, along with an increase in the number of employees on formal development plans.



Working Conditions

Gateway provides decent working conditions through remuneration, social benefits, working hours, leave, and a grievance mechanism for work-condition concerns. BPJS Kesehatan (health insurance) coverage reached 73.57% of employees (245 of 333) in 2025, up from 72.83% (236 of 324) in 2024, while BPJS Ketenagakerjaan (employment social security) coverage rose to 91.89% (306 of 333), up from 88.58% (287 of 324) in the prior year. All 333 employees received THR (holiday allowance) and standard company benefits in 2025, consistent with 100% coverage in 2024. Total overtime hours increased to 67,392 hours in 2025 from 64,800 hours in 2024, an increase of approximately 4%. No complaints related to working conditions were recorded in either year.

Looking at the gap in social security enrollment, 88 employees remain unregistered for BPJS Kesehatan and 27 for BPJS Ketenagakerjaan as of end-2025. The company has identified the causes behind these gaps as a priority area and is monitoring overtime levels on an ongoing basis, targeting no further increase in overtime hours in 2026.



Metric	2025	2024	Change
Employees trained (min. 1 program)	165 (49.55%)	118 (36.41%)	+13.14 pp
Total training programs	13	8	62.50%
Total training hours	197	121	62.80%
Internal promotions	4	1	300%
BPJS Kesehatan coverage	73.57%	72.83%	+0.74 pp
BPJS Ketenagakerjaan coverage	91.89%	88.58%	+3.31 pp

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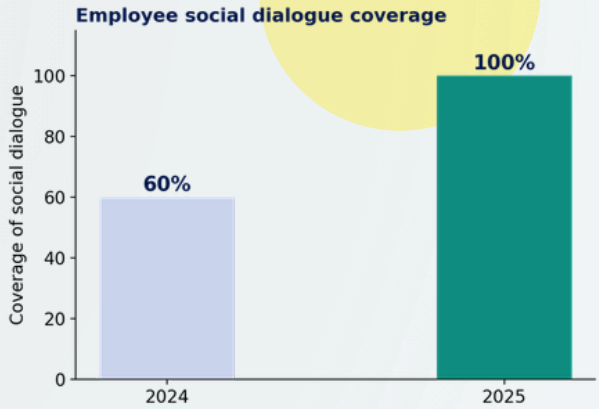
Social

Social Dialogue

The company supports structured communication between management and employees through internal communication mechanisms, employee forums, consultation, aspiration channels, and employee representation. Coverage of the social dialogue mechanism expanded significantly, from 60% of employees in 2024 to 100% in 2025, supported by an increase in the number of employee meetings and dialogue sessions from 7 to 12 over the same period. Five employee representatives were maintained in both years. Of the aspirations and concerns raised by employees, all 10 submitted in 2025 were followed up, compared to 8 of 8 in 2024, maintaining a 100% follow-up rate. Going into 2026, the company aims to sustain full coverage, hold at least 12 dialogue sessions, and continue following up on 100% of aspirations raised.



Child Labour, Forced Labour, and Human Trafficking

Gateway maintains a zero-tolerance policy toward child labour, forced labour, compulsory labour, and human trafficking across its operations, managed through recruitment procedures, identity verification, employment terms, internal policy, and requirements imposed on third parties. During 2025, the company identified no cases of child labour, forced labour, compulsory labour, or human trafficking, consistent with 2024. No related human rights violation incidents were recorded, and no formal assessments specific to child or forced labour risk have yet been conducted in either year. Human rights socialization reached 100% of employees in both 2024 (324 employees) and 2025 (333 employees).

While the zero-incident record has been maintained, the company recognizes that no formal assessment (covering age verification, employment terms, and recruitment processes) has yet been conducted, and plans to carry out periodic assessments starting in 2026 while continuing full-coverage human rights socialization.

Human Rights Toward External Stakeholders

Gateway recognizes the potential impact of its operations on vendors, suppliers, contractors, customers, surrounding communities, and other external stakeholders, and manages this through vendor requirements, vendor evaluation, a Supplier Code of Conduct, complaint mechanisms, and risk identification processes. The number of vendors and suppliers covered by evaluation expanded substantially, from 15 in 2024 to 53 in 2025, with all 53 vendors assessed on sustainability and human rights aspects and all agreeing to the Supplier Code of Conduct. Stakeholder consultation and dialogue activity also increased, from 2 sessions in 2024 to 15 in 2025. No complaints or incidents related to human rights were raised by external stakeholders in either year.

This expansion reflects a change in audit scope: in the previous reporting period, supplier audits focused primarily on high-risk suppliers, particularly trucking service providers. In 2025, the company broadened its supplier audit scope to cover all suppliers within its defined audit scope, resulting in 100% of in-scope suppliers being audited or assessed. A formal Human Rights Impact Assessment (HRIA) has not yet been conducted; the company plans to develop the methodology and scope for its first formal HRIA, beginning with high-risk vendors, to be carried out in 2026–2027.

Discrimination and Harassment

The company is committed to a workplace free from discrimination, intimidation, violence, and physical, verbal, or psychological harassment. Socialization on anti-discrimination policy reached 100% of employees in both 2024 and 2025. No cases of discrimination, harassment, or intimidation/bullying were identified, investigated, or required corrective action in either year. The company plans to maintain regular socialization and ensure all employees are aware of available complaint channels going into 2026.

Grievance Mechanism

The company provides channels to receive, record, review, and follow up on complaints from employees and stakeholders. No complaints were recorded in either 2024 or 2025 across working conditions, occupational health and safety, discrimination or harassment, or human rights categories. Because no complaints were received in either year, resolution rate is reported as not applicable (N/A) rather than 0% or 100%, since no cases existed to resolve.

Metric	2025	2024
Cases of child or forced labour	0	0
Cases of discrimination or harassment	0	0
External human rights complaints	0	0
Total employee grievances	0	0
Social dialogue coverage	100%	60%
Social dialogue meetings held	12	7
Employee aspirations followed up	10 of 10	not tracked

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Governance

Building trustworthy relationships with customers, vendors, employees, and business partners is essential to Gateway's long-term success. Ethics, integrity, and transparency anchor every part of our business, from how we treat our people to how we select our suppliers.

Our Code of Ethics and whistleblowing system provide a clear framework for ethical conduct, while our Supplier Code of Conduct ensures that vendors across our supply chain align with the same principles, supported by our ISO 37001 certified Anti-Bribery Management System.

Impact, Risks, and Opportunity

Material topic	Impacts, risks and opportunities	Location / Time horizon
Business integrity and corporate culture	Shaping ethical business conduct and minimising corruption-related risks through our Code of Ethics	Own operations Short-term
	Opportunity to raise concerns through our confidential whistleblowing system	Own operations, value chain Short-term
Supplier management	Vendors may not adhere to expectations outlined in the Supplier Code of Conduct	Own operations, upstream Short-term
	Opportunity to strengthen oversight through annual vendor audits and assessments	Upstream Short- to medium-term

Business integrity and corporate culture

Gateway is committed to conducting business ethically, transparently, and in accordance with applicable laws and regulations. Our governance framework is supported by internal policies, procedures, management oversight, and control mechanisms designed to promote responsible decision-making and accountability.

We continue to strengthen an organizational culture where employees are expected to act with integrity, avoid conflicts of interest, and comply with applicable requirements in carrying out their responsibilities.

Anti-Corruption and Anti-Bribery

Gateway has established policies and procedures to prevent and address corruption, bribery, conflicts of interest, and other unethical business practices. These principles apply to our employees and are also communicated to relevant business partners and suppliers.

Our anti-bribery and anti-corruption approach is supported by management commitment, internal controls, employee awareness, risk assessment, monitoring, and reporting mechanisms.

Gateway also continues to strengthen its compliance practices through relevant management systems and certifications, including our ongoing efforts to maintain an effective anti-bribery management framework.

Whistleblowing and Reporting

Gateway provides a Whistleblowing System as a channel for employees and other stakeholders to report suspected violations, unethical conduct, or other concerns related to the company's operations.

Reports can be submitted through the designated reporting channel and are handled in accordance with applicable internal procedures. We aim to ensure that concerns are addressed appropriately while maintaining confidentiality and protecting good-faith reporters from retaliation.

Compliance and Internal Control

Compliance is integrated into our operational and management processes through documented procedures, internal audits, corrective actions, and management monitoring.

Our internal audit process helps identify potential gaps and areas for improvement, while our Corrective Action Request (CAR) mechanism supports timely follow-up and resolution of identified non-conformities. Relevant findings are monitored by the responsible functions and escalated to management where necessary.

Our governance and operational controls are also supported by management system frameworks, including ISO 9001, ISO 14001, and ISO 45001, as well as our Authorized Economic Operator (AEO) requirements.

Code of Ethics

Gateway's Code of Ethics prohibits bribery, corruption, money laundering. and conflicts of interest across our operations.
All employees are required to sign an annual declaration of compliance with the Code of Ethics, reinforced by our SO 37001 Anti-Bribery Management System certification.

PT. Gateway Container Line

Governance

0	0	100%
Code of Ethics violations in 2025	Whistleblowing reports received in 2025	Employees required to sign the annual ethics declaration

Supplier Management

Our sustainability and governance responsibilities extend beyond our own operations. As a logistics company, Gateway works with various suppliers and service providers that support our transportation, warehousing, customs, and other operational activities.

We therefore recognize the importance of selecting and managing suppliers responsibly, particularly where their activities may affect service quality, regulatory compliance, occupational health and safety, environmental performance, or business integrity.

Supplier Due Diligence and Assessment

Gateway applies supplier evaluation and monitoring processes based on relevant operational and compliance requirements. Suppliers may be assessed through document reviews, qualification processes, performance monitoring, and, where applicable, on-site audits.

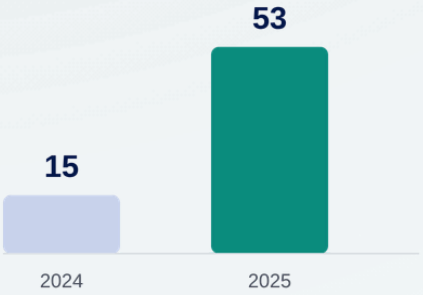
In 2025, Gateway continued to strengthen its supplier audit and monitoring practices. The assessment process was expanded beyond selected trucking vendors to cover relevant suppliers across our supply chain, with the aim of ensuring that suppliers meet applicable requirements and our expectations for responsible business conduct.

Supplier assessments may consider areas such as:

- Legal and regulatory compliance
- Business integrity and anti-bribery practices
- Occupational health and safety
- Environmental practices
- Service quality and operational performance
- Required licenses and documentation
- Compliance with Gateway's applicable policies and requirements

Where gaps are identified, suppliers are expected to provide appropriate corrective actions and supporting evidence. Gateway monitors the follow-up process to support continuous improvement and reduce potential supply-chain risks.

Vendors evaluated on sustainability and human rights



100%

of evaluated vendors signed our Supplier Code of Conduct

53

suppliers now within our defined annual audit scope, up from a trucking-only focus in 2024

International certifications supporting our supply chain

ISO 9001	ISO 14001	ISO 45001	ISO 37001	C-TPAT	SMETA
Quality	Environmental	Health & safety	Anti-bribery	Supply chain security	Ethical trade

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Target and Roadmap

- **Progress against 2025 targets**

Reduce electricity consumption by 5%
-10.6% YoY (194,891 - 174,195 kWh) — exceeded

Increase employee training hours by 10%
+62.8% YoY (121 - 197 hours); participation up from 36.4% to 49.6% — exceeded

- **New Targets**

1 year

- Improve efficiency through digitalization, process improvement, and better resource utilization.
- Continue energy-saving initiatives
- Continue emissions monitoring across Scope 1, 2, and 3.
- Establish a measured paper-usage baseline (not available in 2025) and continue document digitalization (e-DO, e-Invoicing, ERP, FMS).
- Increase employees trained to at least 60% of the workforce
- Maintain zero confirmed cases of bribery and corruption (2025: 0 Code of Ethics violations) and strengthen employee awareness.
- Maintain 100% assessment/audit coverage within the defined supplier scope (2025: 53 of 53 vendors evaluated and signed to the Supplier Code of Conduct) and monitor corrective actions.

3 year

- Develop sustainability-related value propositions and customer engagement.
- Improve emissions data quality and identify further reduction opportunities across operations and value-chain activities.
- Expand digital workflows and reduce manual/document-based processes where feasible
- Strengthen role-based training aligned with competency needs.
- Strengthen awareness and accessibility of the reporting channel.
- Strengthen risk-based supplier assessment and responsible procurement criteria.

5 year

- Integrate sustainability into service development and long-term growth.
- Develop longer-term emissions reduction initiatives and integrate climate considerations into planning.
- Progressively improve energy efficiency and assess feasible low-carbon technologies.
- Move toward increasingly digital and resource-efficient processes.
- Embed a stronger preventive safety culture and continuous improvement approach.
- Develop longer-term community partnerships and measurable impact.
- Embed integrity principles more deeply into business and supplier management.

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Target and Roadmap

- **Roadmap**

2026
Strengthen & Standardize

Strengthen the foundation and improve consistency.
Maintain existing sustainability programs across environmental, social, and governance areas. Strengthen GHG, energy, waste, and operational data collection, including closing known data gaps (full-year water consumption, paper-usage baseline). Continue digitalization, energy-efficiency, and operational-efficiency initiatives. Maintain 100% OHS coverage and strengthen safety inspections, training, and incident follow-up. Continue employee development, well-being, and community programs, and strengthen whistleblowing awareness and anti-bribery practices. Maintain supplier assessment coverage within the defined scope and monitor corrective actions.

2028
Integrate & Expand

Expand sustainability and efficiency initiatives across key operational processes. Improve emissions data quality and identify additional reduction opportunities. Expand waste, recycling, and resource-efficiency practices, and strengthen impact measurement, including a clear methodology for programs that don't run a full calendar year. Strengthen role-based employee development and preventive OHS programs. Increase sustainability criteria in supplier evaluation and responsible procurement. Strengthen risk-based internal audit, compliance monitoring, and governance reporting. Develop stronger customer and business-partner engagement around sustainable logistics.

2030
Embed & Improve

Integrate sustainability into strategic planning, operational decisions, and relevant investments. Develop longer-term emissions reduction and low-carbon efficiency initiatives. Embed resource efficiency and circularity into relevant operations. Strengthen continuous learning, employee well-being, and a preventive safety culture. Further integrate sustainability, ethics, OHS, and environmental criteria into supplier management. Develop an integrated governance, risk, and sustainability management framework with measurable KPIs. Use performance data, audit findings, and stakeholder feedback to drive continuous improvement.

- **Key 2026 Commitment**

Area	2026 Commitment
Environment	Monitor GHG emissions and intensity, and continue practical reduction and efficiency initiatives.
People & Safety	Maintain 100% OHS coverage and strengthen training, inspections, and employee development.
Business Integrity	Maintain zero confirmed bribery/corruption cases and strengthen ethics awareness.
Supply Chain	Maintain 100% supplier assessment coverage within the defined scope and follow up corrective actions.
Governance	Strengthen internal audit, CAR, compliance, whistleblowing, and management-system practices.

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Conclusion



PT Gateway Container Line reaffirms its commitment to "Green Routes Ahead: Collaborate for a Sustainable Freight Journey." The progress achieved in 2025 reflects our ongoing efforts to improve operational efficiency, reduce environmental impact, strengthen social responsibility, and uphold good governance. We recognize that sustainability is a continuous journey, and we remain committed to moving forward with innovation, efficiency, and collaboration to create long-term value for all our stakeholders.

Acknowledgement

We would like to express our sincere appreciation to all employees, customers, vendors, and communities who have supported our sustainability journey this year. Your contributions, collaboration, and trust have been vital in enabling PT Gateway Container Line to move forward with confidence and responsibility. Together, we will continue shaping a greener, safer, and more sustainable future for the logistics industry.



Thank You!

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