



Global Mobility Service Inc

Disclosure Report

Date Submitted: April 13th, 2026



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☐	☒
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☐	☒
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☐	☒
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☐	☒
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☐	☒
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☒	☐

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Other Disclosure Industries

Issue Date	2026, ongoing
Topic	Volunteer Placement to Orphanages
Summary of Issue	Visiting orphanages is an ongoing corporate social responsibility (CSR) initiative carried by Global Mobility Services (GMS), which aims to empower the local community, promote inclusivity, and create a positive social impact. The Indonesian subsidiary (PT GMSI) provides donations in the form of essential school supplies, including stationery and bags, to support underprivileged children in their educational needs to Yayasan Kampus Diakoneia Modern (KDM). In addition, during the Ramadan period, employees PT GMSI's employees organize activities such as iftar (breaking of the fast) events with orphans at KDM and provides them with internship opportunities at the pool facility, equipping them with the practical experience needed to enter the professional world. The Human Resources (HR) department is responsible for overseeing and supervising their work to ensure compliance with orders and adherence to safety standards. In general, the participants support operational activities by handling light tasks, specifically within the rental operations and inventory management areas. For rental operations, they manage document archiving and prepare supporting paperwork for handover unit rentals and driver renewals. They assist with asset management by receiving goods from vendors, conducting quality checks, and updating the inventory database. Additionally, they participate in workplace cleanliness shifts, just like all other employees. The HR team and division staff provide knowledge and guidance to ensure participants gain valuable experience before entering the workforce.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Each visit lasts for one day, and, over the past five years, all employees of the Indonesia entity have participated in this program. Since the initiative began in 2024, the company has already conducted four visits, and the company visits the same orphanage approximately twice per year. Two KDM participants are under the direct supervision of HR and staff from the relevant divisions. Overall, they represent 4%

	of the company's total workforce.
Impact on Stakeholder(s)	Volunteer programs at childcare organizations, if not managed appropriately, could potentially pose risks to children, such as disruption of development due to short-term connections with caregivers, as well as, risks to children's safety and well-being. For more information please see B Lab's position statement on Orphanage-Based Volunteer Programs.
Implemented Management Practices	The PT GMSI management team prioritizes legally registered institutions, with positive community reputations. The KDM Foundation conducts multiple programs and operates under its Code of Ethics / Child Protection Policy of Yayasan KDM. All daily activities conducted and monitored by HR and authorized representatives from the orphanage. The team has previously received recommendations from KDM regarding potential participants for the internship activities. Following this, the HR initiated interviews and observations. If necessary, the HR conducts on-site technical tests. The PT GMSI team ensures that volunteer activities are structured, non-intrusive, and conducted in group settings, and participants operate in full compliance with GMSI's existing corporate policies.
Management Comments	<i>"While we do not yet have a formalized policy specific to orphanage-related activities, all activities are conducted in full compliance with our existing corporate policies. We also acknowledge the importance of further strengthening our policies and monitoring framework, and we are currently working on developing more formalized guidelines in this area."</i>