Go To English Page

Nomor Surat	029/GOTO/CS/JKT/IV/2026
Nama Perusahaan	PT GoTo Gojek Tokopedia Tbk
Kode Emiten	GOTO
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Tidak)

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link pada tanggal

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Ya
Mohon Jelaskan: Daftar anak perusahaan yang tidak diikutsertakan dalam Laporan Keberlanjutan ini, dapat dilihat pada halaman 178 (Lampiran C)	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	2.021,45
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	46,66
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	2.068,11

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	6.326,82
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	6.326,82
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	3.194,36
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	2.969,75
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	2.623,58
Pembelian Barang dan Jasa	26.413,54
Capital equipment/goods	8.584,99
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	754.721,9
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	798.508,12
Total Emisi GRK (Scope 1 and 2)	6.326,82
Total Emisi GRK (Scope 1, 2 and 3)	806.903,05
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	44,04
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	27.157.570.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	27.157.570.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	34.500
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	18,68

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Target iklim GoTo selaras dengan target pembatasan kenaikan suhu global sebesar 1,5 Celsius sebagaimana yang ditetapkan dalam Paris Agreement dan telah divalidasi oleh Science Based Targets initiative (SBTi) pada tahun 2023. Komitmen tersebut mencakup emisi Cakupan 1, Cakupan 2 dengan menggunakan pendekatan berbasis lokasi (location-based method), serta emisi Cakupan 3 (Kategori 1, 2, 3, 4, 6, 7, 9, 11, dan 12) di seluruh rantai nilai Perseroan. Perseroan menetapkan tahun 2022 sebagai tahun dasar karena merupakan tahun terbaru yang paling representatif bagi operasional Perseroan pada saat validasi dilakukan. Perseroan berkomitmen untuk mencapai net-zero GRK di seluruh rantai nilai tahun 2050.	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	90 %
	783.991.332 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2050

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Target iklim GoTo selaras dengan target pembatasan kenaikan suhu global sebesar 1,5 Celsius sebagaimana yang ditetapkan dalam Paris Agreement dan telah divalidasi oleh Science Based Targets initiative (SBTi) pada tahun 2023. Komitmen tersebut mencakup emisi Cakupan 1, Cakupan 2 dengan menggunakan pendekatan berbasis lokasi (location-based method), serta emisi Cakupan 3 (Kategori 1, 2, 3, 4, 6, 7, 9, 11, dan 12) di seluruh rantai nilai Perseroan. Perseroan menetapkan tahun 2022 sebagai tahun dasar karena merupakan tahun terbaru yang paling representatif bagi operasional Perseroan pada saat validasi dilakukan.

Perseroan berkomitmen untuk mencapai net-zero GRK di seluruh rantai nilai tahun 2050.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	1.500	63,61 %	858	36,39 %
Mid-level	982	70,14 %	418	29,86 %
Senior-level	43	75,44 %	14	24,56 %
Executive-level	4	57,14 %	3	42,86 %
Total Pegawai	2.529	66,17 %	1.293	33,83 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	170	83	0	0	0	0	0	0	253
25-35	1.130	680	546	256	1	1	0	0	2.614
35-45	181	84	385	141	22	9	1	1	824
45-55	18	11	48	21	19	4	3	2	126
>55	1	0	3	0	1	0	0	0	5

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	738 Pegawai	19,3 %
Jumlah Pegawai Baru/pengganti	987 Pegawai	25,82 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	223 Pegawai	5,83 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
7,9 jam/pegawai	3.554	93,43 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
4	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Ya, Perseroan memiliki kebijakan terkait pelecehan seksual dan non-diskriminasi. Hal tersebut dijelaskan dalam Laporan Keberlanjutan GoTo Tahun 2025 pada subbab Mengelola Karyawan Kami halaman 141-142.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Ya, Perseroan sangat menghormati dan menjunjung tinggi setiap hak asasi manusia di dalam lingkungan kerja. Kami memiliki kebijakan yang merujuk dan mengintegrasikan aspek-aspek yang dianggap relevan dari kerangka kerja serta konvensi tersebut ke dalam Kode Etik kami. Berkaitan dengan hal tersebut, silakan merujuk pada tautan Kode Etik berikut: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_Bahasa_Indonesia.pdf	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Ya, Perseroan memiliki kebijakan mengenai pekerja anak dan pekerja paksa. Hal ini selaras dengan komitmen perusahaan terhadap hak asasi manusia yang tercermin jelas dalam Kode Etik Perusahaan yang menengaskan sikap nol toleransi terhadap pekerja anak dan segala bentuk tenaga kerja paksa. Lebih lanjut, penjelasan mengenai hal tersebut dijelaskan pada subbab Larangan Pekerja Anak dan Kerja Paksa halaman 145 Laporan Keberlanjutan.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Ya, Perseroan memiliki kebijakan yang mengatur kesehatan dan keselamatan kerja, serta lingkungan kerja bagi seluruh karyawan. Penjelasan kebijakan tersebut dijelaskan dalam Laporan Keberlanjutan GoTo Tahun	

2025 pada subbab Kesehatan dan Keselamatan di Tempat Kerja halaman 73-78.

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Ya, Grup GoTo memenuhi tanggung jawab sosial dan lingkungan perusahaannya melalui berbagai inisiatif, termasuk yang dilaksanakan melalui kolaborasi dengan Yayasan GoTo Merah Putih (YGMP), sebuah organisasi nirlaba di bawah naungan Grup GoTo program-program CSR kami dijabarkan dalam Laporan Keberlanjutan GoTo 2025 di halaman 121-122.	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	6	1	3
Direksi	0	4	3	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	16	98,57 %
Jumlah kehadiran komisaris ke rapat dewan	10	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Berdasarkan hukum perusahaan yang berlaku di Indonesia, terdapat sistem dua tingkat dewan dengan kewenangan yang berbeda, yaitu Dewan Komisaris sebagai pengawas Perseroan dan Direksi yang mengelola Perseroan dalam kegiatan sehari-hari. Peran CEO dapat dijabat oleh Direktur Utama, direktur lainnya, atau posisi lain di bawah Direksi. Tugas dan wewenang Direksi serta Dewan Komisaris Perseroan diatur dalam Anggaran Dasar Perseroan, sebagai berikut: https://content.goinfra.co.id/asts/GOTO%20-%20Anggaran%20Dasar.pdf	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Kebijakan mengenai penilaian kinerja Direksi dan Dewan Komisaris dilakukan oleh Komite Nominasi dan Remunerasi berdasarkan pedoman yang diatur dalam Piagam Komite Nominasi dan Remunerasi. Rincian lebih lanjut dapat ditemukan pada halaman 251 Laporan Tahunan serta Piagam Komite Nominasi dan Remunerasi melalui tautan berikut: https://content.goinfra.co.id/asts/GOTO%20-%20Nomination%20and%20Remuneration%20Committee%20Charter.pdf	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Ya, Perseroan senantiasa memastikan seluruh anggota Dewan Komisaris dan Direksi untuk mempertahankan dan meningkatkan kompetensi yang diperlukan untuk menjalan peran mereka secara efektif. Lebih lanjut, penjelasan mengenai pelatihan Direksi dan Dewan Komisaris diatur dalam Laporan	

Tahunan 2025 pada subbab Pengembangan Kompetensi Dewan Komisaris dan Direksi pada halaman 236 - 238 dan 247 - 249.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Perseroan memiliki kriteria khusus yang digunakan untuk pemilihan Direksi dan Dewan Komisaris. Uraian lebih lanjut dapat dilihat pada Piagam Dewan Komisaris dan Piagam Direksi. Piagam Dewan Komisaris: https://content.goinfra.co.id/asts/GOTO%20-%20BOC%20Charter.pdf Piagam Direksi: https://content.goinfra.co.id/asts/Corporate%20Governance/GOTO%20-%20BOD%20Charter.pdf	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Ya, guna memperkuat integritas organisasi, GoTo menerapkan Kode Etik serta Kebijakan Anti-Suap dan Anti-Korupsi yang memberikan batasan tindakan dan landasan perilaku profesional yang jelas. Informasi rinci mengenai implementasi kebijakan ini dapat ditemukan pada Laporan Keberlanjutan 2025, subbab Etika, halaman 45-51, serta Kode Etik dan Kebijakan Anti-Suap dan Anti-Korupsi.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Kebijakan Perseroan yang melarang Direksi, Dewan Komisaris dan karyawan mengambil manfaat dari pengetahuan yang umumnya tidak tersedia di pasar terdapat pada Kode Etik Perseroan. Kode Etik Perseroan: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_Bahasa_Indonesia.pdf	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Kebijakan Perseroan mengenai kewajiban Direksi dan Dewan Komisaris untuk mencegah adanya benturan kepentingan, dapat dilihat pada Piagam Direksi, Piagam Dewan Komisaris serta Kode Etik. Piagam Dewan Komisaris: https://content.goinfra.co.id/asts/GOTO%20-%20BOC%20Charter.pdf Piagam Direksi: https://content.goinfra.co.id/asts/Corporate%20Governance/GOTO%20-%20BOD%20Charter.pdf Kode Etik: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_Bahasa_Indonesia.pdf	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	92-93
	E-02	Intensitas Emisi Gas Rumah Kaca	93
	E-03	Konsumsi Energi Listrik	91
	E-04	Konsumsi Air	99
	E-05	Limbah yang Dihasilkan	104-105
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	88-89
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	89-90
Sosial	S-01	Kesetaraan Gender	135-138
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	135
	S-03	Tingkat Pergantian Pegawai	139-140
	S-04	Jumlah Pegawai Sementara	138
	S-05	Pelatihan dan Pengembangan Pegawai	145-148
	S-06	Jumlah Kecelakaan Kerja	78
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	142
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	142
	S-09	Kebijakan Mengenai Hak Asasi Manusia	142
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	145
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	73
	S-12	Pencegahan Konflik Kepentingan	121

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	43
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	238-246
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	39-40
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	251
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	236-249
	G-06	Kriteria Khusus Pemilihan Dewan	252
	G-07	Kode Etik dan/atau Anti-Korupsi	45-50
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	50-51
	G-09	Pencegahan Konflik Kepentingan	46-47

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [X] TCFD
- [ ] CDP
- [X] IFRS S1
- [X] IFRS S2
- [X] SASB
- [X] Others, please specify

Ten Principles of United Nations Global Compact dan ASEAN Corporate Governance.

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
KAP Purwanto Susanti dan Surja, firma anggota Ernst & Young	Sustainability Reporting

Demikian untuk diketahui.

Hormat Kami,

PT GoTo Gojek Tokopedia Tbk

R A Koesoemohadiani

Corporate Secretary

PT GoTo Gojek Tokopedia Tbk

Gedung Pasaraya Blok M, lantai 6-7

Telepon : (021) 2910 1072, Fax : (021) 2709 7877, www.gotocompany.com

Nama Pengirim	R A Koesoemohadiani
Jabatan	Corporate Secretary
Tanggal dan Waktu	27-04-2026 22:24
Lampiran	1. Sustainability Report 2025.pdf
	2. Annual Report 2025.pdf
	3. Cover Letter Annual Report FY2025 (27 April 2026).pdf

Dokumen ini merupakan dokumen resmi PT GoTo Gojek Tokopedia Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT GoTo Gojek Tokopedia Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	029/GOTO/CS/JKT/IV/2026
Issuer Name	PT GoTo Gojek Tokopedia Tbk
Issuer Code	GOTO
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (No)

The information referred above has been published on the Company's website at

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	Yes
Please Explain: Daftar anak perusahaan yang tidak diikutsertakan dalam Laporan Keberlanjutan ini, dapat dilihat pada halaman 178 (Lampiran C)	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	2.021,45
Direct emissions from processes	0
Direct fugitive emissions	46,66
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	2.068,11
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	6.326,82
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	6.326,82
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	3.194,36
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	2.969,75
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	2.623,58
Purchased goods and services	26.413,54
Capital equipment/goods	8.584,99
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	754.721,9
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	798.508,12
Total GHG Emissions (Scope 1 and 2)	6.326,82
Total GHG Emissions (Scope 1, 2 and 3)	806.903,05
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	44,04
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	27.157.570.000.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	27.157.570.000.000
E-04	**Water Consumption**	Total water consumed (m3)	34.500
E-05	**Waste Generation**	Total waste generated (ton)	18,68

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
Climate goals of the Company are aligned with the Paris Agreements 1.5 Celcius target and were validated by the Science Based Targets initiative (SBTi) in 2023. The commitment includes Scope 1, Scope 2 (location based method), and Scope 3 (Category 1, 2, 3, 4, 6, 7, 9, 11, and 12) emissions across the entire value chain. The Company selected 2022 as the base year, as it was the most recent and representative year of its operations at the time of validation. The Company commits to net-zero GHG emissions across the value chain by 2050.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	90 %
	783.991.332 (tCO2e)
Targeted year in achieving GHG reduction target?	2050

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The Company posseses three primary levers to reduce emissions:
- Transitioning toward 100% electric vehicles in our active driver-partners fleet
- Leverage available national renewable energy for all our offices
- Responsible maintenance and disposal of our office cooling systems to prevent refrigerant leakage

By the end of the reporting year, the Company reduced emissions 7.37% by reaching 11,500 active electric vehicles in the GoTo ecosystem and other operational efficiences.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	1.500	63,61 %	858	36,39 %
Mid-level	982	70,14 %	418	29,86 %
Senior-level	43	75,44 %	14	24,56 %
Executive-level	4	57,14 %	3	42,86 %
Total Pegawai	2.529	66,17 %	1.293	33,83 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	170	83	0	0	0	0	0	0	253
25-35	1.130	680	546	256	1	1	0	0	2.614
35-45	181	84	385	21	22	9	1	1	824
45-55	18	11	48	21	19	4	3	2	126
>55	1	0	3	0	1	0	0	0	5

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	738 Employees	19,3 %
Number of newly appointed Employees	987 Employees	25,82 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	223 Employees	5,83 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
7,9 hours/employee	3.554	93,43 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
4	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
Yes, the Company has policies regarding sexual harassment and non-discrimination. These are outlined in GoTo 2025 Sustainability Report under the section Taking Care of Our People on pages 141-142.	
S-09 Does the company has a policy regarding human rights?	Yes
Yes, the Company is fully committed to upholding human rights in the workplace. Our policies integrate relevant elements from international frameworks and conventions into our Code of Conduct. For further information, please refer to the following link: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_English.pdf	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
Yes, the Company has a policy regarding child labor and forced labor. This is consistent with the commitment of the Company to human rights, which is clearly reflected in the Code of Ethics of the Company, which affirms a zero-tolerance stance toward child labor and all forms of forced labor. Further details on this matter are provided in the No Child and Forced Labor subsection on page 145 of the Sustainability Report.	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
Yes, the Company has policies governing occupational health and safety, as well as the work environment, for all employees. These policies are detailed in GoTo 2025 Sustainability Report under the Health and Safety at Work section on pages 73-78.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Yes, GoTo Group fulfills its corporate social and environmental responsibility through various initiatives, including those implemented in collaboration with Yayasan GoTo Merah Putih (YGMP), a nonprofit organization under the GoTo Group. Details regarding our CSR programs are outlined in GoTo 2025 Sustainability Report on page 121-122.	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	6	1	3
Directors	0	4	3	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	16	98,57 %
Comissioner Attendance to Board Meetings	10	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
Based on the applicable company law in Indonesia, there are two tier boards with different authorizations, which are the Board of Commissioners as supervisor of the Company and the Board of Directors that manage the Company on day to day basis. The CEO role can be assumed by the President Director or other directors or other position below the Board of Directors. The duties and authorities of the Board of Directors and Board of Commissioners of the Company are under the Articles of Association of the Company, as follow: https://content.goinfra.co.id/asts/GOTO%20-%20Anggaran%20Dasar.pdf	
G-04 Does the company has a policy regarding board appraisal?	Yes
The policy on the performance assessment of the Board of Directors and the Board of Commissioners are performed by the Nomination and Remuneration Committee based on the guidance regulated under the Nomination and Remuneration Committee Charter. Further details can be found on page 251 of the Annual Report and Nomination and Remuneration Committee Charter through the following link: https: //content.goinfra.co.id/asts/GOTO%20-%20Nomination%20and%20Remuneration%20Committee% 20Charter.pdf	
G-05 Does the company has a policy regarding board training and development?	Yes
Yes, the Company consistently ensures that all members of the Board of Commissioners and the Board of Directors maintain and enhance the competencies necessary to perform their roles effectively. Furthermore, details regarding training for the Board of Directors and the Board of Commissioners are provided in the subsection on Competency Development for the Board of Commissioners and Directors on page 236 - 238 and 247 - 249 of the Annual Report.	

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company has specific criteria used for the selection of the Board of Directors and the Board of Commissioners. Further details can be found in the Board of Commissioners Charter https://content.goinfra.co.id/asts/GOTO%20-%20BOC%20Charter.pdf and the Board of Directors Charter https://content.goinfra.co.id/asts/Corporate%20Governance/GOTO%20-%20BOD%20Charter.pdf	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Yes, to strengthen the integrity of organization, GoTo has implemented a Code of Ethics and Anti-Bribery and Anti-Corruption Policy (ABAC) that establish clear boundaries for conduct and a foundation for professional behavior. Detailed information regarding the implementation of these policies can be found in the 2025 Sustainability Report, in the Ethics subsection, on pages 45-51, and also on a Code of Ethics and Anti-Bribery and Anti-Corruption Policy (ABAC).	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
Policy of the Company prohibiting the Board of Directors, the Board of Commissioners, and employees from taking advantage of information that is not generally available in the market is set out in the Code of Conduct of the Company. Code of Conduct of the Company: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_English.pdf	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The policy of the Company on the obligation for the Board of Directors and Board of Commissioners to prevent a conflict of interests, can be found on the Board of Directors Charter, Board of Commissioners Charter and Code of Conduct. Board of Commissioners Charter: https://content.goinfra.co.id/asts/GOTO%20-%20BOC%20Charter.pdf Board of Directors Charter: https://content.goinfra.co.id/asts/Corporate%20Governance/GOTO%20-%20BOD%20Charter.pdf Code of Conduct: https://content.goinfra.co.id/asts/CodeofConduct/2026-01-22/COC_January_2026_English.pdf	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	92-93
	E-02	Greenhouse Gas Emission Intensity	93
	E-03	Electricity Consumption	91
	E-04	Water Consumption	99
	E-05	Waste Generated	104-105
	E-06	Company Commitment to Achieving Net Zero Emission Target	88-89
	E-07	Company Commitment to Reduce Emission	89-90
Social	S-01	Gender Equality	135-138
	S-02	Employees by Gender and Age Group	135
	S-03	Employee Turnover Rate	139-140
	S-04	Number of Temporary Officers	138
	S-05	Employee Training and Development	145-148
	S-06	Number of Work Accidents	78
	S-07	Human Rights Violation Incidents	142
	S-08	Sexual Harassment and/or Non-Discrimination Policy	142
	S-09	Policy on Human Rights	142
	S-10	Child Labor and/or Forced Labor Policy	145
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	73
	S-12	Corporate Social Responsibility	121

Governance	G-01	Management Diversity and Independence	43
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	238-246
	G-03	Chairman of the Board and CEO Separation Policy	39-40
	G-04	Board of Directors and Commissioners Assessment Policy	251
	G-05	Board of Directors and Commissioners Training Policy	236-249
	G-06	Special Criteria for Election of the Board	252
	G-07	Code of Ethics and/or Anti-Corruption	45-50
	G-08	Fair Treatment Policy for Shareholders	50-51
	G-09	Conflict of Interest Prevention Policy	46-47

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [X] TCFD
- [ ] CDP
- [X] IFRS S1
- [X] IFRS S2
- [X] SASB
- [X] Others, please specify

Ten Principles of United Nations Global Compact dan ASEAN Corporate Governance.

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
KAP Purwanto Susanti dan Surja, firma anggota Ernst & Young	Sustainability Reporting

Thus to be informed accordingly.

Respectfully,

PT GoTo Gojek Tokopedia Tbk

R A Koesoemohadiani

Corporate Secretary

PT GoTo Gojek Tokopedia Tbk

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Sender Name	R A Koesoemohadiani
Function	Corporate Secretary
Date and Time	27-04-2026 22:24
Attachment	1. Sustainability Report 2025.pdf
	2. Annual Report 2025.pdf
	3. Cover Letter Annual Report FY2025 (27 April 2026).pdf

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