

Environmental, Social, & Governance (ESG) Report

Empowering Sustainable Futures,
Ensuring Ethical Governance

2025

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A LETTER FROM OUR CEO

At Gatekeeper Systems, we are committed to delivering innovative solutions that address the complex and evolving challenges faced by retailers around the world. As stores contend with rising shrink, increased risk to employees, and mounting operational pressures, our mission—to protect people, products, and profits—has never been more essential.

In 2025, we advanced this mission by acquiring FaceFirst®, a leader in AI enabled face-matching software. Together with our patented Purchek® theft prevention technology, CartControl® cart containment, and CartManager® retrieval solution, we offer a comprehensive platform that blends physical deterrence with intelligent, ethical technology. These solutions are helping retailers reduce violence, deter theft, improve efficiency, and elevate the safety of their environments—without disrupting the customer experience.

But innovation alone is not enough. Our work is grounded in a strong commitment to environmental, social, and governance (ESG) principles through our C.A.R.E.S. framework—Communities, Accountability, Relationships, Environment, and Stakeholders. This framework guides every aspect of how we operate, from minimizing our environmental impact and ensuring ethical sourcing to investing in our people and local communities. It ensures that our growth and innovation are aligned with long-term sustainability, transparency, and shared value.

We take pride in engineering products that deliver measurable business value while also advancing responsible practices across the retail ecosystem. We are intentional about how we design, source, and deliver our technologies to ensure that sustainability and ethics are embedded in every step.

As we expand our global presence and deepen our partnerships with retailers, we remain guided by a simple belief: progress in retail must go hand in hand with progress for society and the planet.

Robert Harling
CEO





1. ABOUT GATEKEEPER SYSTEMS

Our Business

Gatekeeper Systems® was founded in 1998 to solve a simple problem: shopping cart loss. Our first innovation, The SmartWheel® Cart Containment system, quickly became the standard for retailers looking to reduce stray carts and keep their operations running efficiently. Since then, our mission has expanded—and so has our impact. Today, Gatekeeper Systems is a global leader in retail safety and asset protection technology. With installations across six continents, we help retailers protect their people, products, and profits with a comprehensive suite of solutions:



Purchek®

Pushout Theft Prevention – Purchek® Technology

Our patented, automated locking system prevents theft at the exit—without confrontation—retaining merchandise while enhancing safety for associates and shoppers.



FACEFIRST

Face Matching – FaceFirst® Technology

AI-enabled technology empowers retailers to identify known offenders with proactive incident prevention and enabling real-time alerts.



Business Intelligence

Business Intelligence

Translates in-store data into actionable insights for theft investigation. Our video classification tools and case support streamline loss prevention workflows and drive accountability.



CartManager®

Cart Containment – CartControl® Technology

Prevents cart loss and protects brand reputation. By keeping carts on property, we reduce environmental waste and operating costs.



CartControl®

Cart Management – CartManager®

Designed for efficient cart retrieval with a smaller environmental footprint, it reduces labor, improves safety, and keeps shopping carts available for every customer.

Corporate Social Responsibility

At Gatekeeper Systems, innovation and sustainability go hand in hand. We deliver energy-efficient, environmentally responsible solutions that help retailers prevent loss while advancing long-term operational and environmental goals. Our Environmental, Social, and Governance (ESG) strategy is fully embedded across our organization—anchoring our commitment to ethical governance, inclusion, environmental stewardship, and community impact.



In July 2024, we were honored to receive the EcoVadis Silver Medal for the second consecutive year—recognizing our ongoing dedication to sustainability, responsible business practices, and continuous ESG improvement. This recognition strengthens our mission to lead with integrity and act boldly, creating lasting positive impact through our Corporate Social Responsibility (CSR) efforts. And we're just getting started.



In 2025, our CartControl® solution was awarded the Fraud Awards Sustainability Award, a testament to its innovative role in reducing trolley loss, minimizing waste, and enabling greener, more efficient retail operations.

Each achievement reinforces our resolve to go further. We're not just celebrating milestones—we're building momentum, deepening our impact, and raising the bar for what sustainability in retail can achieve.

Global Key Figures



Core Values



01 Take Care Of Our Customers

- Be a Trusted Advisor
- Work proactively & Anticipate Outcomes
- Solves Problems

02 Do The Right Thing

- Be Respectful
- Act with Empathy, Honesty & Integrity
- Take Ownership & Be Accountable for Delivering on Our Commitments
- Work Safely
- Ensure Quality

03 Create Excellence

- Drive Innovation & Change
- Execute With a Sense of Urgency
- Be Tenacious & Deliver

04 Embrace Diversity & Inclusion

- Respect & Value Opinion, Experience & Differing Perspectives
- Recognize and Invest in Others through our Core Value Shout Out Challenge
- Actively Communicate Honestly & Professionally
- Build Quality Relationships Through Responsible Actions

05 Have Fun

- Be Positive & Energetic
- Celebrates Successes through our Core Value Shout Out Challenge
- Be a Team Player
- Keeps a Sense of Humor

Company Vision & Mission Statement

Company Vision

A Gatekeeper Systems solution in every store around the world

Mission Statement

We are passionate about delivering innovative retail solutions and exceptional service which empower our customers to protect people and enhance profits.

2. MATERIALITY ASSESSMENT AND RISK MANAGEMENT

Materiality Assessment

To focus efforts on ESG priorities, Gatekeeper Systems developed a materiality matrix in collaboration with key stakeholder groups.



The topics most frequently highlighted by our stakeholders form the foundation of Gatekeeper Systems' ESG priorities. To keep our Environmental, Social, and Governance strategy aligned with evolving expectations, we've identified key focus areas where we can track performance, deliver measurable progress, and generate lasting value across our business and community impact.

Impact.

Gatekeeper Systems ESG Importance						
The 5 Gatekeeper Systems Cares pillars		Operations	Products & Services	Supply Chain	Employees	Communities
	Communities	Community impact assessments, local hiring	Social value through product benefits (e.g., retail safety)	Local supplier partnerships	Paid volunteer hours, employee-led community initiatives	Human rights, nonprofit partnerships, neighborhood safety
	Accountability	Data security, anti-corruption controls	Co-development with partners	ESG due diligence, compliance audits	Compliance training, whistleblower protections	Governance transparency, ethics across locations
	Relationships	Cross-functional collaboration	Transparent reporting, ethical innovation	Supplier code of conduct, collaboration	Team culture, internal communication tools	Retailer collaboration, nonprofit engagement
	Environment	Energy reduction, emissions management	Sustainable product design, take-back programs	Eco-friendly logistics, packaging reduction	Environmental awareness training	Environmental partnerships, local conservation efforts
	Stakeholders	Stakeholder input in strategy, Product Quality and Reliability	Customer satisfaction and feedback loops	Responsible sourcing aligned with stakeholder expectations	DEI, health & safety, career development	Transparency, investor communication, societal benefit

Understanding and Managing Risk Through the C.A.R.E.S. Framework

At Gatekeeper Systems, effective risk management is a cornerstone of our Environmental, Social, and Governance (ESG) strategy. **Our C.A.R.E.S. pillars – Communities, Accountability, Relationships, Environment, and Stakeholders** – serve as the foundation for identifying, assessing, and mitigating risks that may impact our people, partners, and long-term business resilience.

Led by our Internal Control Team and supported by cross-functional collaboration, our enterprise-wide risk mapping covers strategic, operational, environmental, and social threats. These include cybersecurity, labor practices, supply chain disruptions, environmental compliance, community impact, and ethical governance.

C.A.R.E.S. Framework

C – Communities (Local Engagement and Social Impact)

At Gatekeeper Systems, we believe that strong, resilient communities are essential to sustainable business. Our commitment to community engagement goes beyond philanthropy—it's about building long-term, positive relationships with the people and places connected to our operations. Engaging meaningfully with communities helps mitigate social risks, foster goodwill, and strengthen our social license to operate.

When businesses neglect local engagement, the consequences can include reputational damage, public opposition, regulatory scrutiny, and a weakening of community support. That's why we actively seek to understand community needs and contribute in ways that align with our values and expertise.

Policies and Actions:

- We invest in local communities through volunteerism, donations, and partnerships with nonprofit organizations.
- Our operations are designed to minimize negative impact and contribute positively to surrounding areas.
- We uphold human rights and fair labor practices throughout our supplier network to ensure responsible engagement.

A – Accountability (Ethics, Compliance, and Responsible Governance)

At Gatekeeper Systems, accountability is a core value that supports our long-term integrity, operational resilience, and stakeholder confidence. We understand that lapses in ethical behavior or governance can result in legal consequences, cybersecurity vulnerabilities, reputational damage, and a breakdown in trust with our partners, customers, and employees.

We take a proactive and transparent approach to managing risk and upholding our responsibilities across all regions where we operate. By embedding strong ethical standards into our culture and governance framework, we aim to ensure that every decision we make is aligned with our values and regulatory obligations.

Policies and Actions:

- Data security is a top priority, supported by GDPR and CCPA compliance and our Arctic Wolf cybersecurity training.
- We maintain a comprehensive Code of Ethics and whistleblower program across all locations.
- Our governance framework includes structured ESG oversight, compliance audits, and fraud prevention protocols.

R – Relationships (Internal and External Partnerships)

At Gatekeeper Systems, we understand that strong relationships—both internal and external—are essential to achieving our ESG goals and delivering long-term value. The strength of our partnerships directly influences our agility, innovation, and ability to scale responsible business practices across global operations.

Weak supplier collaboration, siloed internal communication, or lack of transparency with partners can lead to inefficiencies, missed opportunities, and operational risks. That's why we prioritize open dialogue, shared accountability, and strategic alignment with our stakeholders—from employees and vendors to retailers and industry partners.

By fostering a culture of trust and mutual respect, we create the foundation for joint problem-solving, continuous improvement, and shared progress toward sustainability.

Policies and Actions:

- We prioritize collaboration with ethical suppliers through codes of conduct and shared ESG expectations.
- Internal feedback loops and cross-functional alignment help us address challenges early and effectively.
- We work with external partners—retailers, nonprofits, and industry bodies—to drive shared value and sustainable outcomes.

E – Environment (Sustainable Operations and Product Design)

At Gatekeeper Systems, environmental stewardship is not only a responsibility—it's a strategic priority. As a global technology provider, we recognize the direct and indirect environmental impacts of our operations, product lifecycle, and supply chain. From manufacturing to logistics and product use, we are committed to minimizing our footprint and designing with sustainability in mind.

Environmental risks—including regulatory non-compliance, resource scarcity, and climate-related disruptions—can threaten business continuity, increase operational costs, and harm brand reputation. That's why we are continually improving how we conserve energy, reduce waste, and innovate for long-term sustainability.

By embedding environmental considerations into product design and operational planning, we help our retail partners meet their own sustainability goals—while aligning our business with the future of responsible retail.

Policies and Actions:

- Our global environmental compliance program sets clear responsibilities and tracks performance through key indicators.
- Product innovations such as CartControl®, SmartWheel®, and CartManager® Ultra are designed to lower emissions, reduce waste, and support circularity.
- We continuously assess our environmental footprint and seek ways to improve energy use, logistics, and packaging.

S – Stakeholders (Employees, Customers, Investors, Society)

At Gatekeeper Systems, we know that people are at the heart of everything we do. Our stakeholders—whether employees, customers, investors, or the broader society—are essential to our success. Their needs, expectations, and values help shape our strategy and drive our innovation.

Failing to engage with stakeholders meaningfully can lead to serious consequences, including low employee morale, customer dissatisfaction, reputational damage, and reduced investor confidence. That's why we prioritize consistent engagement, transparent communication, and inclusive practices across all levels of our business.

Our stakeholder approach focuses not just on meeting expectations—but exceeding them. We aim to foster trust, strengthen loyalty, and create shared value through ethical conduct, employee empowerment, responsible business practices, and a firm commitment to product and service quality.

Policies and Actions:

- We maintain a strong Health & Safety program and promote diversity, equity, and inclusion across all levels.
- Our HR framework ensures fairness and growth opportunities throughout the employee lifecycle.
- We uphold strict quality assurance standards to deliver reliable, high-performing solutions that meet customer needs.
- Through transparent communication and ongoing engagement, we foster trust with investors, customers, employees, and society.

3. GATEKEEPER SYSTEMS ESG PROGRAM

ESG Strategic Pillars & Objectives

Gatekeeper Systems' ESG program unifies our company-wide initiatives to build a sustainable business that delivers meaningful environmental and social impact.

Guided by our priority material topics, we have established a clear roadmap built on five strategic pillars and 15 defined objectives—providing structure, direction, and accountability for our efforts in the years ahead.



Gatekeeper Systems extra objectives and progress



Performance Assessment

Beginning in 2023, Gatekeeper Systems launched a comprehensive ESG performance review to ensure alignment with global sustainability and ethical standards. By 2025, we had expanded these efforts across all regions, guided by our five ESG pillars: **Communities, Accountability, Relationships, Environment, and Stakeholders**. We deepened community engagement, advanced environmental initiatives to reduce our carbon footprint, and enhanced employee programs focused on inclusion, training, and well-being.

We also strengthened partnerships with external stakeholders to support aligned ESG outcomes. A major milestone was the launch of our dedicated ESG section on the company website, reflecting our commitment to transparency and long-term progress.

You can explore it at www.gatekeepersystems.com/ESG.

In 2025, our sustainability leadership was recognized at the Fraud Awards, where CartControl® earned the Sustainability Award for its role in reducing cart loss, environmental waste, and emissions. More than a loss prevention tool, CartControl® supports retailers' ESG goals through operational efficiency and durable design. This recognition affirms our belief that innovative technology and sustainability must work together to meet the evolving needs of the retail industry.

These achievements underscore Gatekeeper Systems' commitment to responsible growth. By advancing our ESG strategy, we continue to create lasting value for our customers, employees, and communities—while helping shape a more sustainable future for retail.

Gatekeeper Systems - Pillars	2025 Objectives	2024 Progress	2025 Progress	Gatekeeper Systems CSR Materiality Matrix Topic
COMMUNITIES	<ul style="list-style-type: none"> Encourage community involvement globally Have a group initiative for 2024/2025 			Communities
				Employees
ACCOUNTABILITY	<ul style="list-style-type: none"> Develop a cybersecurity program Develop training on anti-corruption, business ethics and trade compliance 			Operations
				Operations
RELATIONSHIPS	<ul style="list-style-type: none"> Incorporate and get feedback on CSR in our employee survey Companywide Learning Management System implementation Communicates internally on suppliers' relations per solution Push internal & external communication on CSR 			Employees
				Employees
				Supply Chain
				Supply Chain
ENVIRONMENT	<ul style="list-style-type: none"> Reduce our environmental impact Integrate environmental compliance Product Design & Lifecycle Management 			Operations
				Operations
				Products & Services
STAKEHOLDERS	<ul style="list-style-type: none"> Educate on inclusion, diversity, and equal opportunity Integrate CSR questions into our stakeholder survey Educate on Employee Health and Safety Program Ensure consistent product and service quality 			Employees
				Supply Chain
				Employees
				Operations

4. C.A.R.E.S. PILLARS COMMUNITIES



Gatekeeper Systems is a global leader in loss prevention technologies, committed to responsible corporate citizenship and fostering a positive workplace culture. We champion innovation while supporting local and global initiatives that help businesses thrive in today's competitive landscape. With a focus on community impact, we cultivate strong, lasting partnerships with customers, employees, and stakeholders around the world—ensuring our solutions create value beyond the store floor.

Global Community Engagement

At Gatekeeper Systems, our connection to the communities we serve extends far beyond our technologies. As a responsible corporate citizen and global employer, we are committed to creating lasting, positive impact through local engagement, ethical business practices, and meaningful partnerships.

We actively support community-based initiatives and contribute to local economies by empowering retailers with innovative solutions that help them succeed in an increasingly competitive marketplace.

We view ourselves not just as a technology provider, but as a trusted partner—dedicated to strengthening the communities where we live and work. Through continuous collaboration and purposeful outreach, we aim to build enduring relationships with our customers, partners, and neighbors around the world.



Volunteerism & Local Contribution

At Gatekeeper Systems, our commitment to social and environmental responsibility comes to life through the active involvement of our team members around the world. From hands-on volunteering to sustainability-driven initiatives, here are just a few examples of how our employees contribute to meaningful change in the communities where we live and work.

USA

- Orange County Firefighters Association
- Second Harvest Food Bank of Orange County
- LPF Swing for Certification
- LPBF - Loss Prevention Benevolent Fund
- The Home Depot Foundation
- FLEPRU - Florida Law Enforcement Property Recovery Unit
- HEB/Texas Department of Public Safety
- Shoprite LPGA Classic
- Michael R. Gulli Memorial Golf Tournament

Canada

- Loblaws Children's Charity
- Crime Stoppers Toronto

United Kingdom

- Clean Up Day
- McMillan Cancer Research Fundraising

Germany

- KGS Eislingen - Culture & Sports Community
- ASV Eislingen - Soccer clubs dedicated to girls
- Uganda-Hilfe Unterland e.V.



4. C.A.R.E.S. Pillars

ACCOUNTABILITY

Data protection and privacy

As a major player in the loss prevention industry, data protection is at the heart of our business. Therefore, the security, confidentiality, and protection of personal data, which may be sensitive, is a constant concern for Gatekeeper Systems.

Gatekeeper Systems ensures the protection of personal data through technical security measures and organizational measures, in accordance with General Data Protection Regulation (GDPR). Targeted privacy training was deployed globally to functional teams most directly impacted by GDPR, including information technology, finance, human resources, procurement, and legal. Additionally, all employees receive privacy awareness training to increase individual sensitivity to the importance of protecting private data.



We seek to protect our people, information, and assets by using a risk-based, multilayered approach to cybersecurity and data protection.

This approach includes:

- **Managing Vulnerabilities** by utilizing industry-leading technology to protect and monitor critical software/business resources.
- **Protecting Personal Data** through our GDPR compliance program.
- Maintaining a comprehensive **GDPR** program to prevent non-compliance.
- We require employees to complete **Training** on a range of topics including risk awareness, data privacy, and email phishing.
- Utilizing **Cloud based software** which incorporates stronger security measures, back-up protection, and recovery in the event of a cyber incident.

Protection of human rights

Gatekeeper Systems is present in more than 58 countries, governed by different laws and regulations that must be respected. One of the first priorities concerns respect for human rights, which apply to everyone, everywhere. The protection of human rights and fundamental freedoms encompasses various subjects including trade compliance, freedom of expression, freedom of association, the prohibition of child labor and forced labor, anti-discrimination, privacy, etc. Under our Supplier Code of Conduct, we are committed to working only with suppliers whose professional practices are ethical and respectful of human rights.

Code of Ethics & Trade Compliance

Trust is at the heart of Gatekeeper Systems' business, so retaining the trust of all stakeholders is of the utmost importance. Gatekeeper Systems will always conduct business with integrity and respect to human rights in line with appropriate law, legislation, and our own internal policies.

Code of Conduct

The purpose of the Code of Ethics Policy is to establish a set of guidelines and principles that govern the conduct and behavior of individuals within an organization. The policy outlines the expected standards of ethical behavior, integrity, and professionalism that all employees, contractors, and stakeholders should adhere to in their interactions and decision-making processes. It sets a clear standard for conduct, helps build trust with stakeholders, and contributes to the long-term success and sustainability of the organization.

The Code of Ethics Policy applies to all individuals and entities associated with Gatekeeper Systems, governing behavior within the organization and external engagements. It encompasses compliance with laws and regulations, ethical business practices, employee conduct, financial integrity, stakeholder relationship, and reporting procedures.

- Build Trust and Credibility
- Respect for the Individual
- Create Culture of Open and Honest Communication
- Set Tone at the Top
- Uphold the Law
- Avoid Conflicts of Interest
- Set Metrics and Report Results Accurately
- Promote Substance Over Form
- Be Loyal
- Do the Right Thing
- Grievance Mechanism

Anti-corruption, business ethics, and trade compliance

Present among 58 countries and considering Gatekeeper Systems is highly exposed to the risk of corruption, Gatekeeper Systems applies a principle of zero tolerance in this area. Gatekeeper Systems is committed to conducting business with the utmost integrity and in compliance with all applicable laws and regulations. We strictly prohibit any form of corruption or bribery, including offering, soliciting, or accepting bribes, kickbacks, or other improper or unauthorized payments that directly or indirectly make, offer, or promise to make, kickbacks, benefits, or advantages to any person, individual, organization, or entity. Our employees are expected to maintain the highest standards of honesty, transparency, and ethical behavior in all business dealings. We will not engage in any activities that compromise the integrity of our organization, our employees, or our stakeholders. Any violation of this policy will result in disciplinary action, up to and including termination, and may also be subject to legal consequences.

Whistleblower Policy & Reporting Hotline

Gatekeeper Systems provides a confidential and retaliation-free mechanism for suppliers, workers, and stakeholders to report concerns related to human trafficking, child labor, or other ethical violations within the supply chain.

- Report via Email: ethics@gatekeepersystems.com or via the hotline: (949) 522 - 9191
- Confidentiality and Protection: All reports are handled with strict confidentiality. Reporters are protected from any form of retaliation or adverse consequences.
- Investigation Process: Every report triggers a prompt and impartial investigation, followed by appropriate resolution or remediation actions based on findings.

Export Control

At Gatekeeper Systems, we ensure the compliance of all activities carried out by our company and contribute to raising the awareness of all employees on the risk of misuse of our solutions that could lead to human rights violations or restrictions on freedoms.

Internal audit and control

Internal Audit analyzes the self-assessment questionnaires completed annually by the subsidiaries, and our team of auditors makes onsite visits according to a plan over several years. These controls cover various processes: inventory, supplier purchases, customer sales, cash, human resources, recruitment requests, newcomers, departures, payroll management, and compliance.

Grievance mechanism

A grievance mechanism for suppliers concerning human trafficking and child labor is a vital tool in ensuring ethical supply chain practices. This mechanism allows suppliers, workers, and stakeholders to report incidents or suspicions of human trafficking and child labor confidentially and without fear of retaliation. Such mechanisms not only help in identifying and addressing violations but also demonstrate a company's commitment to upholding human rights and fostering a responsible and transparent supply chain. Below are the steps to report the grievance:

1. Identification of Grievance: Any individual (supplier, worker, or stakeholder) who suspects or witnesses incidents of human trafficking or child labor within the supply chain should gather relevant details and evidence to support their report.

2. Reporting Channels and Procedures: Individuals who wish to report concerns or complaints may do so through the following channels:

- Directly to their immediate supervisor or manager
- Through the designated whistleblower hotline or email:
Tel: 949-522-9191 or ethics@gatekeepersystems.com
- By contacting the Human Resources Department at hr@gatekeepersystems.com
- By submitting a written complaint to the designated Suggestion/Whistleblower Box, located in Foothill Ranch, California office or by mail to Attn: Ethics Committee at 90 Icon, Foothill Ranch, California, 92610

3. Confidentiality and Protection: The grievance mechanism guarantees confidentiality for the reporter and protection against any form of retaliation. Information provided will be handled discreetly and only shared with relevant personnel involved in the investigation and resolution process.

4. Investigation and Response: Upon receiving the complaint, the company will initiate a prompt and impartial investigation. This may involve gathering additional information, interviewing relevant parties, and assessing the credibility of the complaint.

5. Resolution and Remediation: Once the investigation is complete, the company will communicate the findings to the reporter and take appropriate action based on the severity and validity of the grievance. Actions may include remediation measures, disciplinary actions against perpetrators, and systemic improvements to prevent future occurrences.

By following these steps, the grievance mechanism ensures transparency, accountability, and a commitment to ethical practices within the supply chain regarding human trafficking and child labor concerns.

4. C.A.R.E.S. Pillars

RELATIONSHIPS

We are committed to treating all workers with respect and dignity, ensuring safe working conditions, and conducting environmentally responsible, ethical operations. At Gatekeeper Systems, we believe that the views of our stakeholders are important in making operational and strategic decisions. We identify stakeholders that either have a significant impact on or are significantly impacted by our operations.

Supplier Conformance with Gatekeeper Systems Supplier Code of Conduct

Underlying
Obligations

On-Site Work

Certifications

Information
Disclosure

Cooperation

"At Gatekeeper Systems Inc, we recognize the procurement function has a decisive role to play in shaping our organization's ESG footprint. We are evolving beyond the traditional cost/quality/delivery metrics, weaving Sustainable Procurement practices into our DNA. Our Supplier Corporate Social Responsibility (CSR) code of conduct defines our expectations, this includes ensuring our supply partners uphold the human rights of workers, follow ethical business practices & environmental guidelines with respect to material sourcing, whilst promoting supplier diversity".



Ritchie Taylor
VP Global
Manufacturing
& Supply Chain

Responsible Partnerships with Suppliers

To serve its customers and meet its internal needs, Gatekeeper Systems relies on several suppliers and contractors based around the world.

To build a chain of confidence, we prefer to engage with third parties that share our ethical, social, and environmental values. We welcome opportunities to share best practices and learning with our more mature CSR partners, whilst encouraging a focus on responsible business in those who are less advanced. All third parties with whom we engage must demonstrate that they are prepared to meet our fundamental expectations for reasonable corporate behavior. We have defined the framework for a trusty supply chain in our Supplier Code of Conduct and key CSR principles are also set out in our general purchasing conditions.

We ensure that our commitments are met throughout the supply chain:

- Supplier Code of Conduct
- Supplier Quality Audit



1 site certified ISO 14001 : 2015



1 site REACH Compliant



Product Sourcing & Transparency

Supplier Code of Conduct

This Supplier Code of Conduct articulates Gatekeeper Systems expectations of the conduct of suppliers and business partners doing business with Gatekeeper Systems. This Code is based on our corporate values for responsible and sustainable products and operations. Suppliers are expected to understand and act consistent with Gatekeeper Systems' approach to integrity, responsible sourcing, and supply chain management. Gatekeeper Systems expects suppliers will cascade similar expectations through their own supply chains. Gatekeeper Systems endeavors to do business with suppliers that meet our standards and behave consistently with, and positively reflect, Gatekeeper Systems' values throughout the supply chain. Gatekeeper Systems expects that suppliers will satisfy contractual requirements, comply with laws, regulations, and Gatekeeper Systems policies, and act consistently with the principles and values of our Gatekeeper Systems Code of Conduct.

Supplier Labor and Humans Rights

Gatekeeper Systems is committed to upholding the human rights of workers and treating them with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee, and any other type of worker. As a result, suppliers must manage their own workforce to achieve the following results:

- Freely Chosen Employment and Combating Modern Slavery
- Young Workers and Student Interns
- Wages
- Working Hours
- Fair Treatment, non-discrimination, diversity, and inclusion
- BILL S-211 Canada Forced Labor - For more information, please visit our ESG site and the Public Safety Canada Site.

Supplier Environmental Responsibility

Gatekeeper Systems recognizes that environmental responsibility is integral to producing world-class products. In manufacturing operations and construction, suppliers will strive to create regenerative processes and will minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public.

- Environmental Permits and Reporting
- Resource Efficiency and Clean Energy
- Hazardous and Restricted Substances.
- Waste Mitigation

Supplier Diversity

Gatekeeper Systems is committed to making diversity, equity, and inclusion part of everything we do – including how we buy goods and services and the suppliers we partner with. We know that more diversity in our supply base means better products, and more innovation, whilst driving companion and migrating both country of manufacture & supply risk.

A diverse supplier is a business that is at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved group. Gatekeeper Systems welcomes working with small-business enterprises (SBEs), minority-owned enterprises (MBEs), and woman-owned enterprises (WBEs), LGBTQ, veterans, and proprietors with disabilities.

Conflict Minerals & Ethical Procurement

Conflict Minerals

Gatekeeper Systems supports the efforts of human rights organizations to end violence and atrocity in conflict-affected and high-risk areas. We work with our supply chain to positively influence ethical behavior through the application of a conflict-free sourcing process. We check a list of mineral sourcing partners, to ensure that our products and components originate from conflict-free smelters for gold, tungsten, tantalum, and tin.

Based on corporate social responsibility and respect for international human rights, Gatekeeper Systems does not accept metals from conflict-affected mining areas

Supplier Health and Safety

Suppliers will integrate the following health and safety management requirements into business processes to provide workers with a healthy and safe work environment:

- Occupational Safety and Health
- Emergency Preparedness

Supplier Ethics and Compliance

Suppliers will uphold the highest standards of ethics to promote honesty and integrity in business operations, including:

- Business Integrity
- Intellectual Property
- Responsible Materials Sourcing
- Privacy and Information Security
- Accessibility
- Corruption and Bribery
- Gifts, Gratuities, and Business Courtesies

Supplier Management System

Suppliers are expected to adopt or establish a management system to fulfill these responsibilities. The management system will be designed to ensure suppliers' operations: (a) comply with our requirements and applicable laws and regulations; (b) conform to these responsibilities; and (c) identify and mitigate operational risks related to these responsibilities. It should also facilitate continual improvement:

The management system should contain the following elements: executive-level commitment and accountability; processes to identify, monitor, and comply with all applicable laws, regulations, standards, and requirements; risk management processes; communications and training for all workers and suppliers as determined by suppliers; ongoing assessments, monitoring, and continued improvement, including corrective action processes; a program that provides workers with a means to report grievances anonymously and without fear of retaliation, unless prohibited by law; and a program to ensure suppliers will continuously monitor these reporting processes, record issues raised, investigate as appropriate, and take appropriate action.

4. C.A.R.E.S. Pillars

ENVIRONMENT

In 2025, Gatekeeper Systems continues to prioritize environmental responsibility as a core element of our innovation strategy. Sustainability is embedded into every stage of our product lifecycle—from design and engineering to manufacturing and deployment. We are committed to reducing energy consumption, minimizing the use of raw materials, and increasing the incorporation of recycled and recyclable components.

Our goal is not only to meet global sustainability benchmarks, but to help our retail partners achieve their own environmental objectives. By delivering intelligent, efficient, and eco-conscious solutions, we contribute to a more sustainable future for our industry and the communities we serve.

Environmental Performance & Compliance

In 2025, Gatekeeper Systems continues to demonstrate strong environmental stewardship across our global operations—from manufacturing and service centers to sales offices and data facilities. All sites follow a unified set of priorities focused on reducing impact and driving sustainable progress.

Our environmental commitments include:

- Minimizing the environmental footprint of operations, products, and services
- Advancing sustainability through eco-efficient design and low-impact technologies
- Helping customers meet their environmental goals with sustainable solutions
- Promoting responsibility throughout our global supply chain
- Communicating progress transparently to stakeholders
- Educating and training employees on environmental issues

Together, these actions support a cleaner, more resilient future for our industry and communities.



1 site certified ISO14001:2015

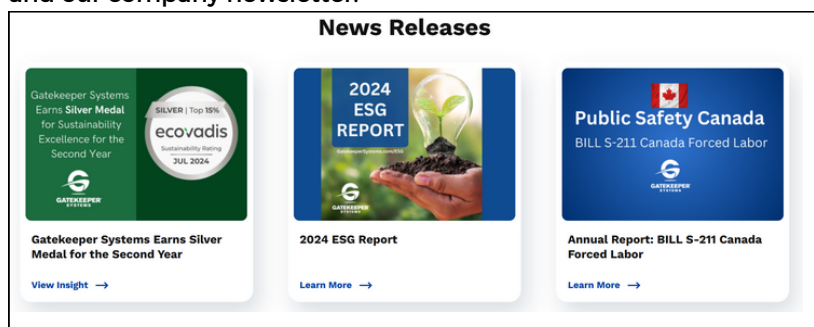


Environmental Management

In 2025, we continue to encourage employees to consider the environmental impact of daily routines. Recognizing that commuting can be costly and carbon-intensive, many of our sites offer flexible hybrid work options to support sustainability and work-life balance.

Raising awareness and getting everyone involved

At Gatekeeper Systems, we view environmental protection as a shared responsibility. In 2025, we enhanced employee engagement around our ESG commitments through quarterly Global Connect meetings, **ESG website** (www.gatekeepersystems.com/ESG), and our company newsletter.



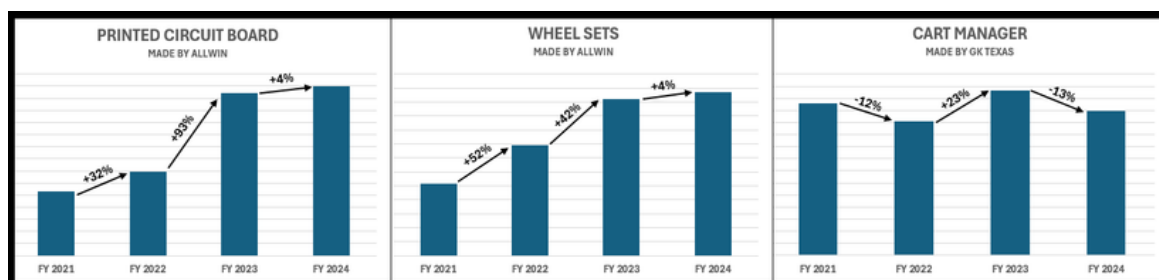
Energy Consumption and Energy Management

At Gatekeeper Systems, we are dedicated to managing our energy use efficiently, and implementing best practices to conserve energy across our operations. This commitment helps us minimize our carbon footprint, control costs, and foster a company culture that values environmental sustainability. We upgraded six machines in our China facility to new energy-efficient injection molding machines, reducing operational and chemical costs while conserving and recycling water and increasing production.

From FY 2023 to FY 2024, production at Gatekeeper Systems showed continued growth and strategic shifts. Printed Circuit Board and Wheel Set production (both made by AllWin) increased modestly by 4%, following substantial gains in previous years. Meanwhile, CartManager® output (produced by GK Texas) decreased by 13%, reflecting a strategic realignment after a strong 2023.

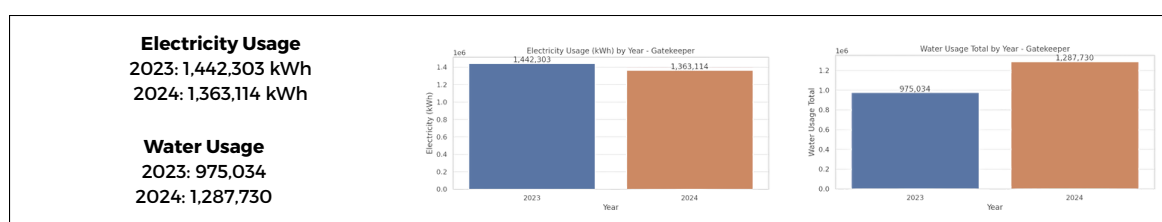
We meticulously collect and analyze energy consumption data from all our sites to identify opportunities for reduction through innovative techniques and technological improvements

Annual Production Growth by Category (%)



Summary of Total Usage and Emissions

These figures reflect our ongoing efforts to monitor and optimize our energy consumption and emissions. By implementing advanced technologies and sustainable practices, we strive to reduce our environmental impact and contribute to a more sustainable future.



Resource Usage Overview at Gatekeeper Systems (2023–2024)

- Electricity: Consumption decreased by 5.5%, reflecting improved energy practices.
- Water: Usage increased from 975,034 to 1,287,730 gallons due to expanded production and testing. Conservation measures are under review.

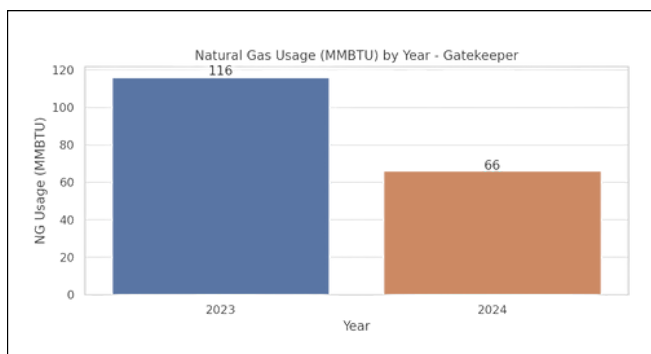
These shifts reflect our commitment to reducing environmental impact while supporting operational growth.

Advancing Sustainability: Upgrading to Energy-Efficient Injection Molding Machines

In 2024, we replaced six aging molding machines at AllWin (our manufacturing facility in China) with energy-efficient injection molding machines. These new machines offer low energy consumption, featuring highly efficient servo motors that reduce energy usage by up to 80%. They provide high precision and operate with minimal noise, aligning with our ESG commitment to sustainability and environmental responsibility.

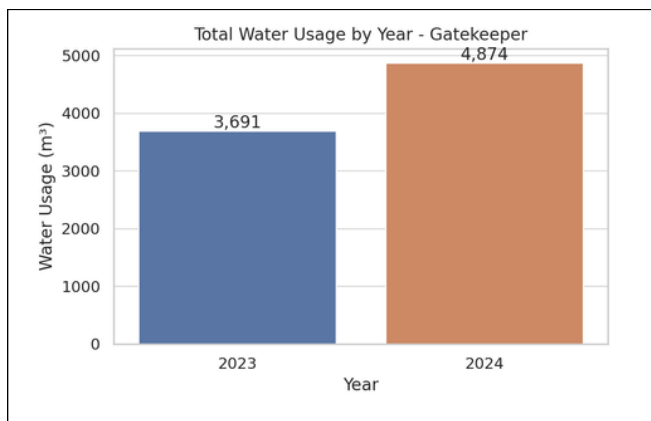


Energy Consumption Trends and Sustainability Initiatives



As part of our broader energy conservation efforts, we also achieved a notable reduction in natural gas usage at

Gatekeeper Systems—dropping from 116 MMBTU in 2023 to 66 MMBTU in 2024. This 43% decrease demonstrates our continued focus on optimizing energy use and lowering our carbon footprint across all facilities.



Gatekeeper Systems' total water usage increased from 3,691 m³ in 2023 to 4,874 m³ in 2024, reflecting a 32% rise. This increase aligns with expanded production activity across key facilities.

As part of our sustainability strategy, we are currently exploring water conservation initiatives to support operational growth while minimizing environmental impact.

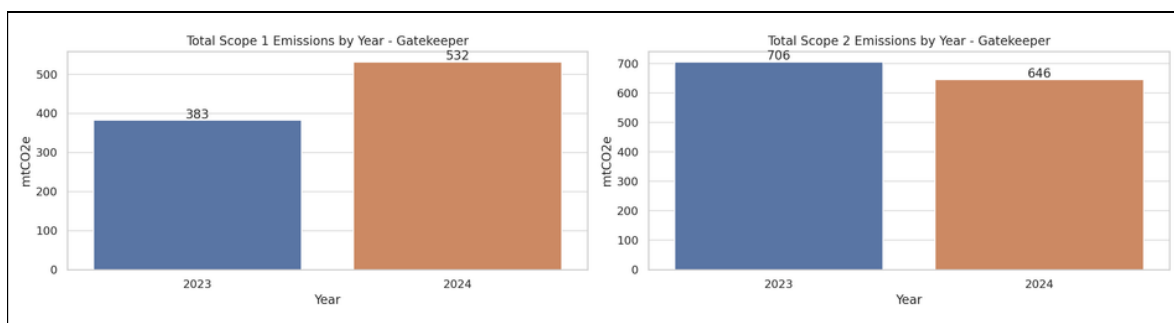
CO₂e Emissions Over Time and Sustainability Initiatives

Between 2023 and 2024, Gatekeeper Systems observed a shift in its greenhouse gas emissions profile. Scope 1 emissions—which include direct emissions from company-controlled sources—increased from 383 mtCO₂e to 532 mtCO₂e, primarily due to expanded manufacturing operations and greater on-site energy demands.

In contrast, Scope 2 emissions, tied to purchased electricity and energy use, decreased from 706 mtCO₂e to 646 mtCO₂e. This improvement reflects the impact of our sustainability initiatives, including the deployment of energy-efficient molding machines, the installation of high-efficiency air compressors, and LED lighting upgrades across our global facilities.

We also saw a rise in total water usage, from 3,691 m³ in 2023 to 4,874 m³ in 2024, driven by increased production volumes and system testing. To address this, we are actively evaluating water conservation measures to ensure responsible resource use while continuing to meet operational needs.

Together, these metrics underscore our commitment to driving sustainable growth by investing in innovation, reducing our environmental impact, and improving operational efficiency across all locations.



Scope 1 Emissions
(Direct Emissions):
2023: 383 mtCO₂e
2024: 532 mtCO₂e

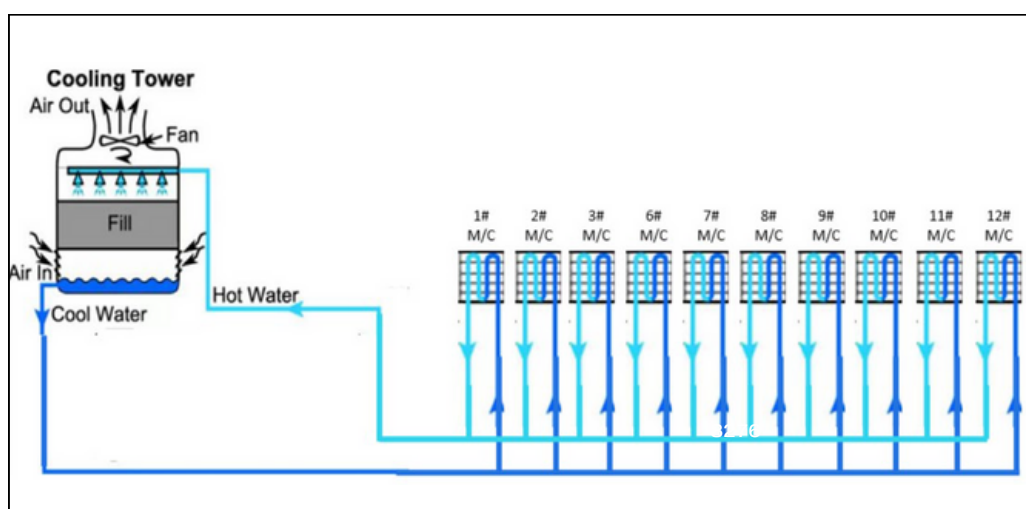
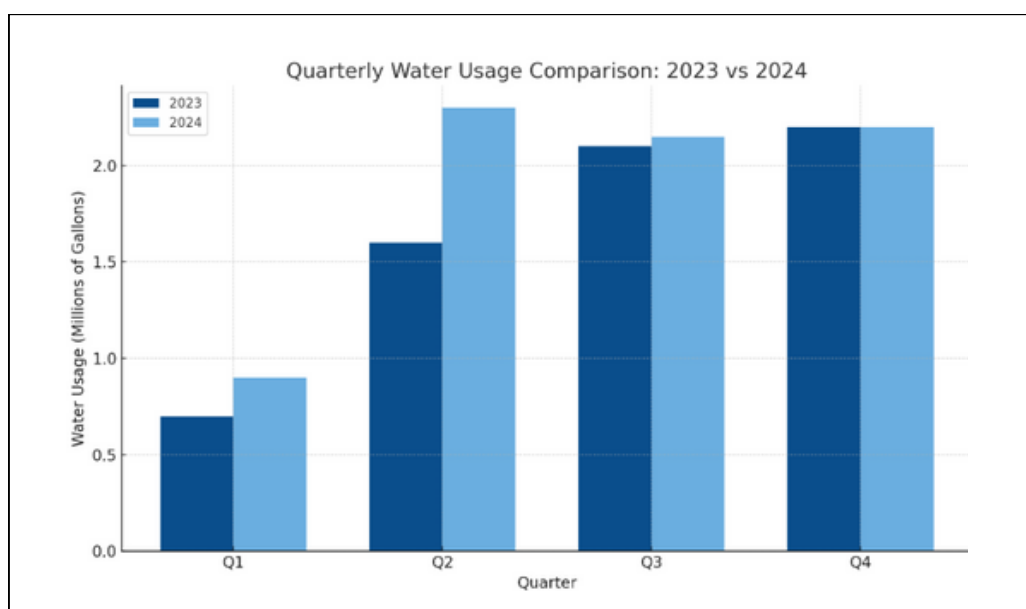
Scope 2 Emissions
(Direct Emissions):
2023: 706 mtCO₂e
2024: 646 mtCO₂e

Water Usage Trends and Conservation Efforts

This chart below highlights quarterly water consumption in gallons over the course of 2023 and 2024. Represented in dark blue for 2023 and light blue for 2024, the bars clearly show a substantial reduction in water usage across all four quarters in 2024.

- In Q1 2023, water usage began to rise, peaking in Q4 2023 at over 2 million gallons.
- By contrast, 2024 shows a downward trend, with a dramatic drop in consumption starting in Q1 and maintaining significantly lower levels throughout the year.

This reduction reflects Gatekeeper Systems' ongoing efforts to improve water efficiency and implement sustainable practices across global facilities. It aligns with our broader ESG commitment to minimize environmental impact and optimize operational resource use.



Waste Management

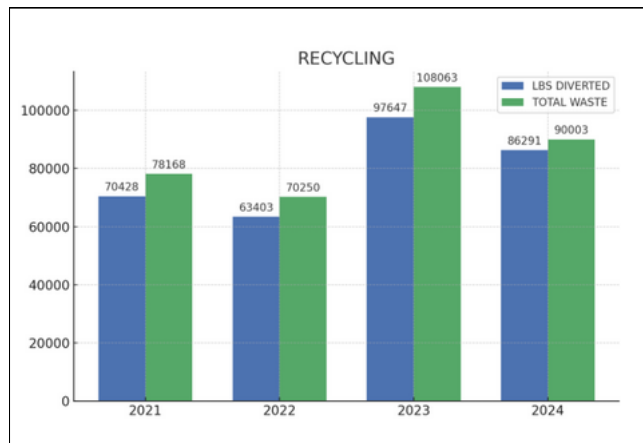
At Gatekeeper Systems, we continue to advance our commitment to responsible waste management by implementing site-level initiatives that reduce chemical usage, increase recycling, and support sustainable operations. In 2025, all waste generated from our facilities is managed in compliance with local and international regulations, with special attention to minimizing landfill impact.

As part of our circular economy efforts, we expanded our shredded office paper program—ensuring secure data disposal while contributing high-quality recycled content for manufacturing new products. With our document destruction provider maintaining NAID AAA Certification®, we uphold the highest standards of information security and environmental responsibility. We also continue to source office supplies with post-consumer recycled content, reinforcing our dedication to sustainability across the value chain.



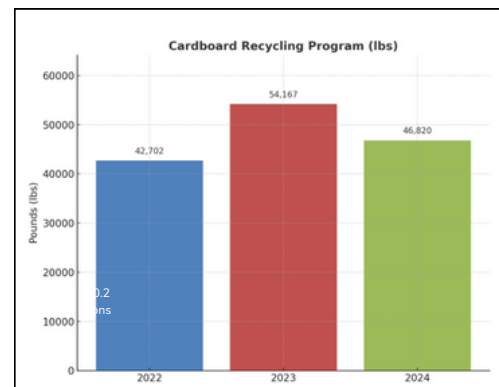
Recycle and Reclaim

In alignment with our ESG commitment to waste reduction and resource efficiency, Gatekeeper Systems diverted 86,291 lbs of recyclable material in 2024, with a total waste volume of 90,003 lbs. While this marks a decrease from 2023's diversion peak, the reduction correlates with a lower production output—3,001 units in 2024 compared to 3,472 units the previous year. When normalized per unit, waste diversion performance remained stable, reaffirming our ability to maintain sustainable practices even amid operational shifts. This consistency highlights our continued focus on circularity and responsible waste management as outlined in our environmental sustainability goals.



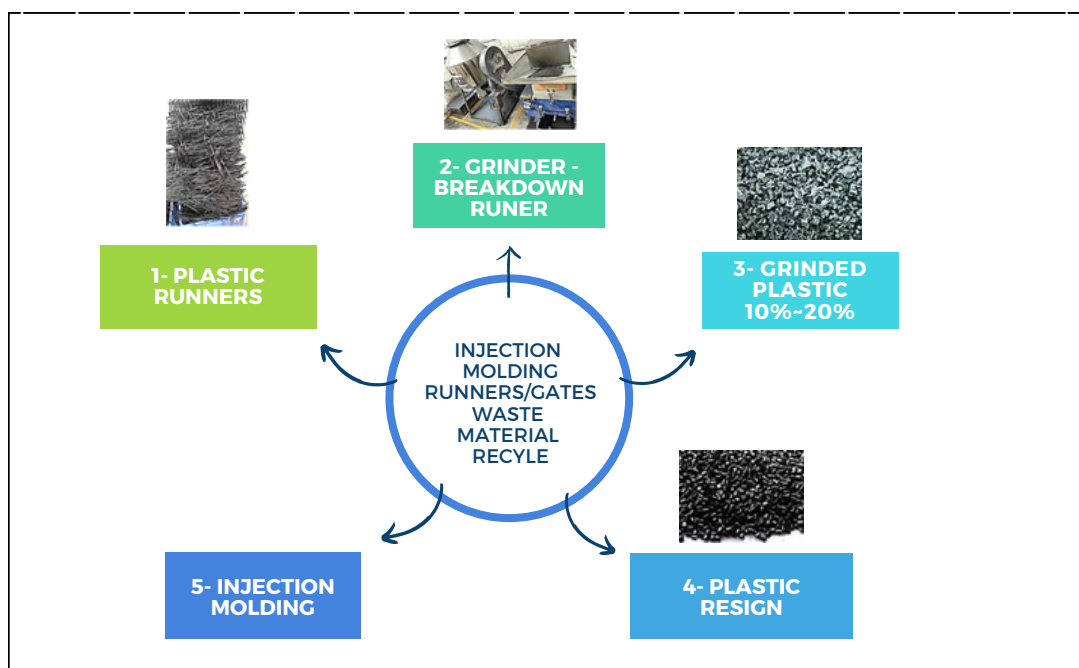
Cardboard Recycling Program Process

From 2022 to 2024, Gatekeeper Systems maintained a strong commitment to responsible packaging through its Cardboard Recycling Program. After increasing the amount of recycled cardboard from 42,702 lbs in 2022 to 54,167 lbs in 2023, the total slightly decreased to 46,820 lbs in 2024. While lower than the previous year, this still reflects an overall improvement from 2022 and supports our continued efforts to reduce waste and promote circularity in our operations.



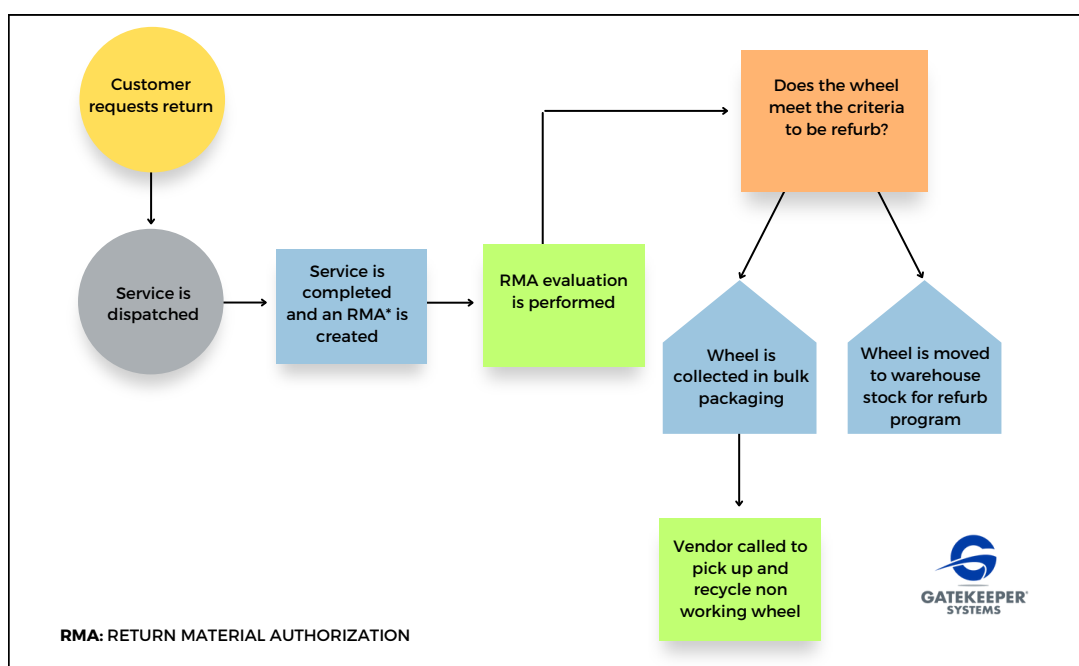
Injection Molding Waste Reduction & Recycling Process

At Gatekeeper Systems, we aim to reduce scrap produced during the injection molding process to increase the efficiency of the operation while also enhancing sustainability and conservation of the environment.



Take - Back Program

Gatekeeper Systems' take-back program offers an environmentally responsible way for customers to return, recycle, and dispose of end-of-life wheels—ensuring compliance with current and emerging regulations. By the close of 2024, we surpassed a major milestone: **more than 100,000 wheels recycled since 2021, with 20,040 recycled in 2024 alone.**

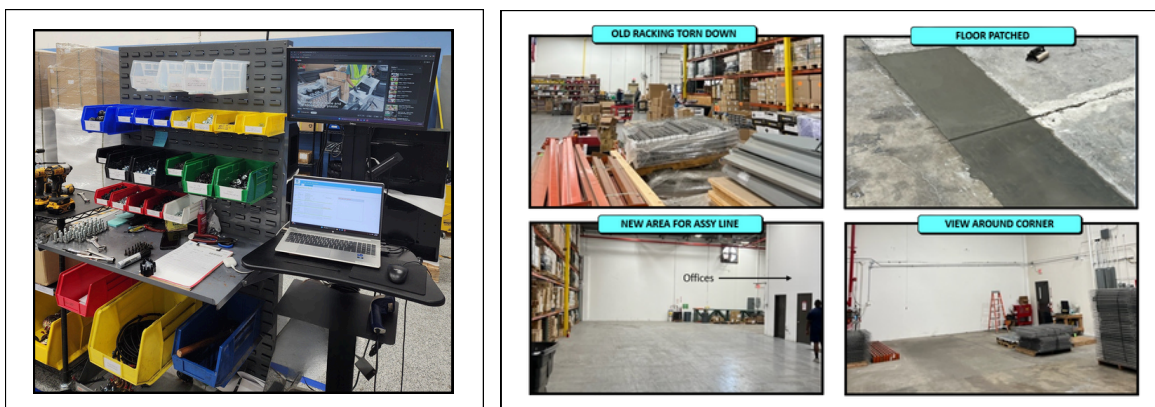


Sustainable Production Efficiency

There was a physical move of the production area to allow for more efficient and consistent manufacturing activities. This included streamlined workstations, a clear flow of materials through the production process, and a more ergonomically effective work area.

Parts are available and replenished directly at the stations, which leads to less waste in movement and down-time. Computers are available at each workstation for quick data entry, as well as videos detailing the assembly steps to be followed.

These changes have led to a 16% improvement in overall output with the same level of resources, as well as a 10% increase in First Pass Yield (FPY). This, combined with process improvements, showcase our efforts in sustainability and fostering a lean mindset throughout the plant.



Workstation

Reducing Emissions with Onsite Solar Integration

As part of our ongoing commitment to sustainable production efficiency, we plan to install rooftop solar panels at our facility in 2026. This initiative—aligned with Prologis' broader decarbonization strategy—will reduce our reliance on non-renewable energy, lower operational emissions, and enhance long-term energy resilience. By integrating clean energy into our daily operations, we're not only optimizing production but also advancing our environmental responsibility.



Sustainable Innovation: Engineering a Responsible Future

Gatekeeper Systems Research & Development

At Gatekeeper Systems, technology is a force for good—protecting assets, improving operations, and supporting sustainability. In 2025, we advanced our commitment by embedding environmental responsibility into every layer of product development, business strategy, and the very fabric of our engineering operations.

Our dedicated Research & Development efforts, championed by our engineering team, prioritize energy-efficient design, low power consumption, and durable construction to reduce environmental impact during the use phase. As David Wagstaff, VP of Engineering, states, "At Gatekeeper Systems, sustainability is embedded in every stage of our R&D and product development. We're committed to designing smarter, more efficient systems that reduce material use, streamline installation, and minimize energy consumption—without compromising performance or reliability."

Innovating Sustainable Products and Solutions

Our product suite continues to deliver tangible environmental and operational benefits:

- **Purchek® Technology:** A leading solution for pushout theft prevention, it locks unauthorized carts at exits and triggers GDPR-compliant video alerts, preventing loss without confrontation and enhancing safety.
- **CartControl®:** This system reduces cart loss and the associated waste and carbon footprint, helping retailers meet internal sustainability targets through smarter asset retention and durable design. CartControl® earned the Sustainability Award at the Fraud Awards in 2025 for its role in reducing cart loss, environmental waste, and emissions.
- **CartManager® Ultra:** Features next-generation motor and battery technologies that shrink both environmental footprint and lifecycle costs, while boosting efficiency.
- **SmartWheel®:** Uses low-energy RF components to extend product life and cut battery and plastic waste—delivering long-term environmental benefits and operational durability. Our SmartWheel® low-power RF technology extends wheel lifespan, reducing battery waste and the consumption of raw materials.
- **Business Intelligence:** Empowers retailers with real-time monitoring and analytics to optimize fleet use, reduce over-purchasing, and improve asset efficiency.
- **Resource-Efficient Design:** Solutions like SmartWheel® and DoorManager™ are developed with built-in eco modes and low-power components, lowering energy use without sacrificing performance. Our products are engineered for long life, with replaceable parts, diagnostic tools, and global service support to reduce waste and extend usability.

"At Gatekeeper Systems, sustainability is embedded in every stage of our R&D and product development. We're committed to designing smarter, more efficient systems that reduce material use, streamline installation, and minimize energy consumption—without compromising performance or reliability."



**David
Wagstaff**
VP
of Engineering

Advancing Operational Sustainability and Engineering Culture

Beyond product design, our engineering team actively champions sustainable practices within our internal operations and fosters a forward-looking culture, contributing to a reduced environmental footprint and enhanced employee well-being:

- **Flexible Working Environment with a Remote Work Policy:** Our team has successfully created a flexible working environment with a comprehensive remote work policy. This initiative significantly reduces the need for daily employee commuting, leading to a direct reduction in fuel consumption and associated carbon emissions, thereby minimizing our environmental impact. This aligns with the company's objective to "reduce our environmental impact".
- **Electronic Communications and Documents:** We have driven the widespread use of electronic communications and electronic documents to reduce the need and use of paper and other consumables. This proactive shift substantially reduces waste and demonstrates our commitment to resource efficiency across engineering operations.
- **Talent Development for Future Technologies:** The engineering team has actively encouraged people to learn new skills and adapt their schedules to support our cutting-edge AI and Business Intelligence projects. The company also emphasizes continuous learning and professional growth through programs like Loss Prevention Technologist (LPT) and PRINCE2® Certification, and monthly Knowledge is Power (KIP) sessions that cover product innovation and software training. This initiative ensures our workforce remains agile and equipped to develop intelligent data solutions that transform how retailers manage risk.
- **Strategic Team Integration:** Following the strategic acquisition of FaceFirst in 2025, our engineering leadership has begun the crucial integration of the two development teams of Gatekeeper Systems and FaceFirst. This integration strengthens our combined ability to support proactive asset protection and store safety, forming a powerful ecosystem that merges physical deterrence with intelligent data, aligning with our "shared commitment to innovation and ethical responsibility".
- **Collaborative Innovation:** We foster and promote innovation and idea sharing as a team. This collaborative environment is crucial for driving continuous improvement, encouraging diverse perspectives, and developing cutting-edge solutions that align with our core value of "Create Excellence," which includes "Drive Innovation & Change". This is further supported by internal communications and monthly KIP sessions to share insights on sustainability and innovation.
- **Next-Generation Talent Program:** We have initiated and are executing an Internship program to train and leverage new ways of thinking for a younger generation. By cultivating a workforce encompassing a broad range of generations, the company promotes the exchange of diverse ideas and knowledge, resulting in enhanced talent engagement and retention. This program aligns with the company's commitment to talent development and brings fresh perspectives and diverse insights into our R&D processes, contributing to a more inclusive and forward-looking approach to innovation.

Sustainability is more than a principle—it's our product promise and an integral part of how our engineering teams operate and evolve. Gatekeeper Systems continues to deliver smart, responsible innovations that serve our customers, communities, and the planet, further solidifying our commitment to a sustainable future for retail.

4. C.A.R.E.S. Pillars

STAKEHOLDERS

Gatekeeper Systems' policies provide a comprehensive framework for our global operations, encompassing various aspects such as employee well-being, recruitment, onboarding, performance management, talent development, rewards, and off-boarding. To ensure compliance with local regulations, we have established specific policies for each country where we operate. These policies are communicated to all employees worldwide, ensuring consistency and alignment with our organizational values and objectives. Our commitment to upholding these policies underscores our dedication to fostering a positive and productive work environment for all our employees.

- Code of Ethics and Business Conduct
- Child Labor, Forced Labor and Human Trafficking
- Human Rights
- Work-Life Balance
- Employee Health, Safety & Wellness
- Employee Engagement
- Diversity, Equity & Inclusion
- Training & Development

"At Gatekeeper Systems, we prioritize fostering a culture that deeply appreciates and recognizes the efforts of our employees. We believe in providing them with a supportive environment that nurtures their personal and professional growth, aligning their individual journeys with the collective growth and success of our organization. "



Silvia Jung
VP of Global
Human Resources

Company Commitment for Creating a Positive Work Environment

At Gatekeeper Systems, we highly value the skills and dedication of our employees. We recognize the critical role they play in our company's success. Our driving force is a spirit of openness, equality, fairness, and safety for all. We strive to create vibrant and rewarding working environments that make Gatekeeper Systems a great place to be. Our goal is to provide an environment where people can deliver their best work, learn, grow, and achieve their full potential. We believe that investing in our employees is the key to our continued success.

Code of Ethics and Business Conduct

Gatekeeper Systems' Code of Ethics establishes the standards of integrity, professionalism, and ethical behavior expected from all employees, contractors, and stakeholders. It serves as a guide for both internal and external interactions, promoting respect, open communication, legal compliance, financial integrity, and accountability. Our core values include building trust, avoiding conflicts of interest, adhering to the law, and making principled decisions. These standards are designed to ensure long-term success and maintain stakeholder confidence. For more details, please refer to the Ethics section.

Child Labor

We strictly prohibit the employment of individuals below the legal minimum working age or the age required by international standards, whichever is higher. Workers under 18 must not perform hazardous work.

Forced Labor and Human Trafficking

Any form of involuntary labor—including slavery, debt bondage, or trafficking—is strictly prohibited. All work must be voluntary, and workers must be free to leave employment at any time without penalty.

Our Approach:

- Supplier Code of Conduct requires all suppliers to prohibit child and forced labor.
- Assessments and Audits (including SMETA-SEDEX) verify compliance with ethical standards.
- Training is provided to employees involved in supply chain and procurement decisions.
- Grievance Mechanism is available on our intranet and detailed on page 16 of this report.

Gatekeeper Systems complies with global labor standards and legislation, including **Bill S-211** (available on our **ESG website: www.gatekeepersystems.com/ESG**) and California's Transparency in Supply Chains Act. We have not identified any instances of child or forced labor in our operations or supply chains, and we remain committed to preventing and addressing these risks through ongoing monitoring and due diligence.

Respect Human Rights at Work

Gatekeeper Systems is committed to upholding human rights by providing a safe, inclusive, and respectful workplace. We promote fair treatment, equal opportunity, and non-discrimination, ensuring all employees are treated with dignity and have the freedom to express themselves.

For more on our guiding principles and expectations, see the Ethics section.

Work-Life Balance

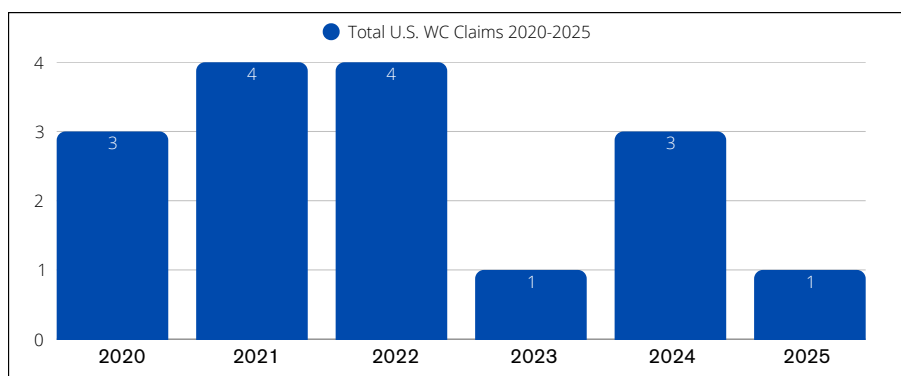
Gatekeeper Systems recognizes the importance of work-life balance and is dedicated to creating a supportive and flexible work environment for our valued employees.

To accomplish this, we provide a range of options, including hybrid and remote work schedules, which grant our employees the freedom to work from home or select a blend of office-based and remote work. By embracing this approach, we empower our employees to effectively manage their personal obligations while fulfilling their work duties. Furthermore, we offer flexible work schedules that enable our employees to adjust their working hours according to their personal needs and preferences. Employee Assistance Program (EAP) is also provided to support the well-being and mental health of employees. It offers confidential counseling services, resources, and referrals to help employees address personal, professional, or emotional challenges they may be facing, promoting a healthier and more productive work environment.

Workplace Safety

Gatekeeper Systems is dedicated to a safe, healthy workplace. Thanks to proactive safety measures and ongoing training,

Workers' Compensation in the U.S. claims have steadily declined since 2022. After peaking at 4 claims in 2021-2022, claims dropped to 1 in 2023. Despite a brief rise in 2024, the 2025 count remains low, reflecting continued safety improvements.



Employee Health, Safety & Wellness

At Gatekeeper Systems, we are committed to protecting the health and safety of our employees, customers, and communities. We maintain a safe, hazard-free work environment and expect all employees to follow applicable health and safety regulations and company policies.

We promote a strong safety culture through ongoing training, personal accountability, and proactive reporting. Role-specific training may be required based on job duties.

By upholding high safety standards, we foster a productive, supportive, and resilient workplace.



PREVENT ACCIDENTS

Developed and implemented effective control measures to mitigate health and safety risks, including measures to prevent accidents, injuries, and occupational illnesses.



EMERGENCY RESPONSE PLANS

Maintain emergency response plans and conduct drills to ensure preparedness.



TRAINING PROGRAM

Deliver comprehensive health and safety training for employees, contractors, and stakeholders—including orientation, ongoing education, and safety awareness campaigns.

Gatekeeper Systems is proud to hold the following health and safety certifications and memberships:

- ISO 45001:2018 – Two of our sites are currently certified, with our UK site targeted for completion by 2026
- CHAS (Contractors Health and Safety Assessment Scheme) – Accredited for occupational health and safety management
- Avetta – Member in good standing for supplier prequalification and risk management
- SSIP (Safety Schemes in Procurement) – Certified under this industry-wide health and safety framework
- SafeContractor Approved – Demonstrating our commitment to legal health and safety compliance
- Mental Health First Aiders Accredited – Promoting mental wellness and early intervention within our workplace

These certifications reflect our commitment to best practices in workplace safety and continuous improvement across all locations.

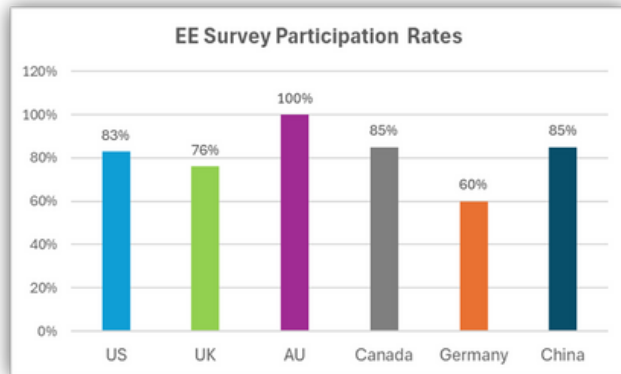
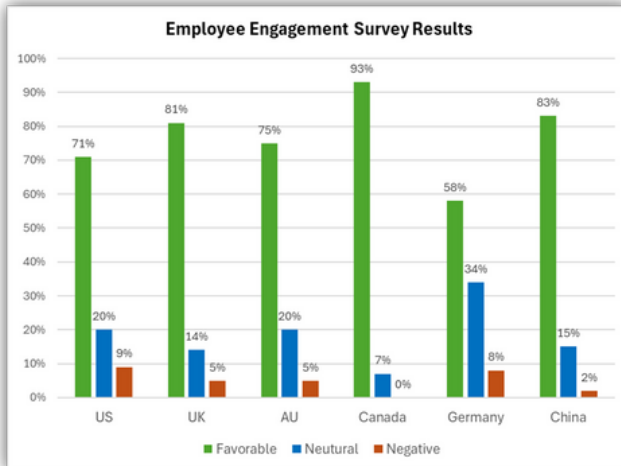


2 sites certified ISO 45001 : 2018
UK site targeted for completion by 2026



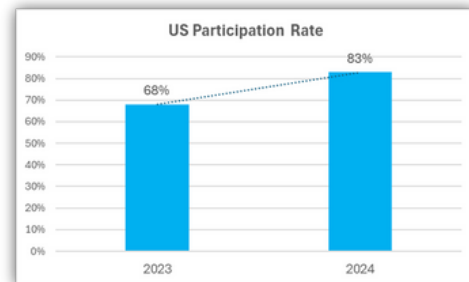
Diversity, Equity, and Inclusion

Employee Engagement Survey & Suggestion Box



At Gatekeeper Systems, we recognize that a thriving workplace begins with listening to our people. In 2024, we continued to prioritize employee feedback through our annual Employee Engagement Survey. This year, participation increased significantly in key regions—most notably the U.S., where participation jumped from 68% in 2023 to 83% in 2024. Our Australia and China teams led the way with 100% and 85% participation, respectively.

Survey results revealed strong engagement worldwide, with 93% of respondents in Canada and 83% in China reporting favorable sentiments about their experience at Gatekeeper. These insights are instrumental in shaping our culture and improving team dynamics across all global offices.



Suggestion Box

the Employee Suggestion Box remains a vital, anonymous outlet for employees to share ideas, voice concerns, and recommend improvements. Leadership reviews all submissions and remains committed to turning this feedback into meaningful action.

Together, these tools reflect our belief that empowered employees are the foundation of innovation, collaboration, and long-term success.



Activities for Team Building and Appreciating Our Employees' Hard Work



At Gatekeeper Systems, we believe that strong teams drive strong results. In 2025, we continued to invest in activities that build connection, encourage collaboration, and celebrate the dedication of our global workforce. From outdoor adventures like group hikes to interactive team-building events, our initiatives are designed to strengthen bonds across departments and foster a sense of unity.

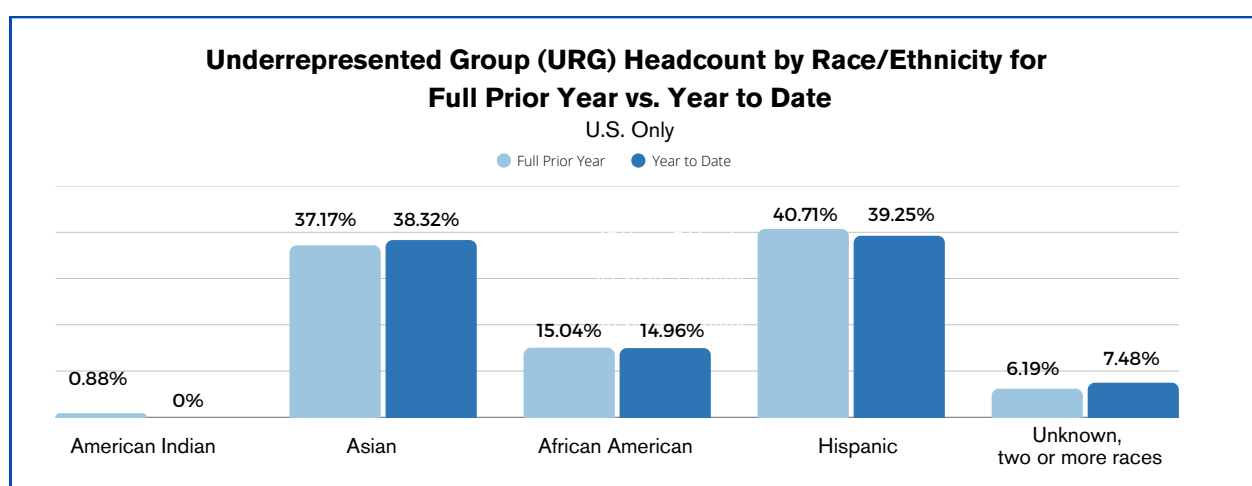
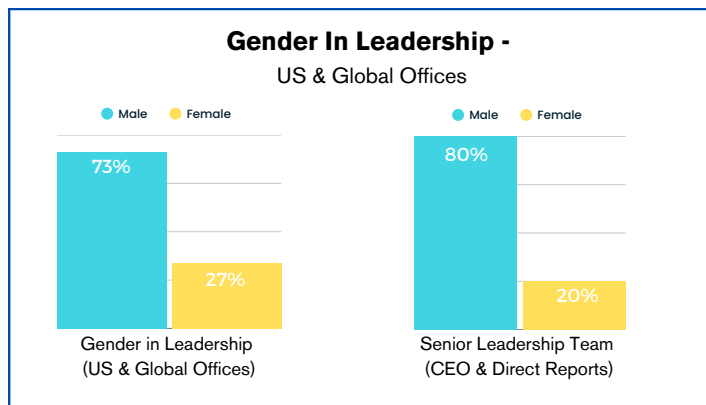
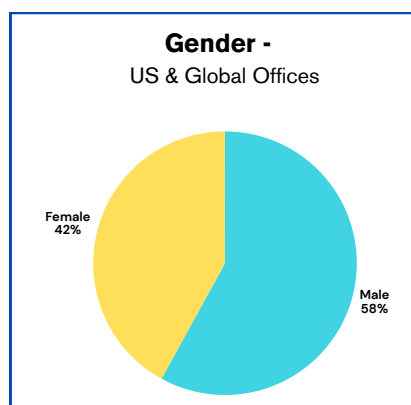
We also proudly recognize individual and team contributions through programs such as our Anniversary Appreciation and the Gatekeeper Impact Awards. These efforts reflect our ongoing commitment to cultivating a workplace where people feel valued, inspired, and empowered to succeed.



Recruitment

Gatekeeper Systems is an equal opportunity employer committed to providing a work environment that is free of unlawful discrimination, harassment, bullying, or abusive conduct and retaliation. We appreciate the diversity of perspectives and thought, and we strive to ensure that all applicants and employees feel they can bring their true selves to an interview or to their daily work as valued members of our team. We welcome applicants from all backgrounds, and we hire without regard to age, religion, race, national origin, ethnicity, marital status, sexual orientation, or any other recognized characteristics. Following these rules helps us to attract the most talented and capable employees in the job market.

Gatekeeper Systems is dedicated to fostering gender and generational diversity. By cultivating a workforce encompassing a broad range of generations, the company promotes the exchange of diverse ideas and knowledge, resulting in enhanced talent engagement and retention". Gatekeeper Systems has established a comprehensive diversity and inclusion program, designed to address these priorities and ensure a progressively more diverse and inclusive organization in the future.

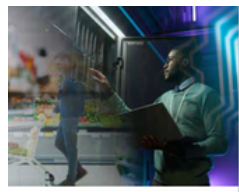


Training Programs

At Gatekeeper Systems, we ensure a smooth and engaging onboarding experience by equipping new employees with comprehensive training that reflects our mission, vision, and core values. Every new team member meets with our CEO for an in-depth company overview and participates in a series of essential trainings, including software systems, Employee Handbook policies, harassment and safety protocols, DE&I, and role-specific courses such as Human Trafficking and Anti-Bribery. In addition, employees receive hands-on training from their managers and experienced team members, along with on-site training (Technical Academy) or at customers' locations to strengthen practical skills and industry knowledge.


At Gatekeeper Systems, we're committed to continuous learning and professional growth. In 2025, we expanded our Loss Prevention Technologist (LPT) Program, supporting team members in earning LPQ and LPC certifications through the Loss Prevention Foundation—along with recognition bonuses. We also introduced PRINCE2® Certification to strengthen project management skills across U.S. and global teams.

We're proud of our employees who have earned these certifications and celebrate their dedication to continuous learning and leadership.



TECHNICIAN RECRUITMENT IMPROVEMENT & RETENTION, WHILE DEVELOPING PROFESSIONAL SKILLS AND PERFORMANCE

- Company sponsored, 6 months program for Qualified Field Service Technician II and Field Service Engineer, must be in good standing and at least 1 year of service.
- A pay increase once completed. LPT credential will align with your current role.
- Four Main Training Areas:
 - LPQ course and certification from Loss Prevention Foundation
 - Online safety courses
 - Professional service skill (Soft skill)
 - Proficiency on Gatekeeper Systems devices and process



Technology Proficiency		Safety	
Completion of on-line and field training - Certified by FSE	OSHA 10	Completion of The International Field Service Engineer Course	Loss Prevention Foundation - LPQ Certification
Wired Installation	Silica Dust	Completion of Site Evaluation, Report Writing and Communication Course	
Curt Containment Installation and Diagnostic/Repair Services	Sky and Fall Protection, Lifting	Current Gatekeeper FST II level or above and in good standing to qualify as an LPT	
Patch Installation and Diagnostic/Repair Services	Construction safety and work environment safety		
Complete +90 system installation (about 6 months of service)	Defensive Driving		
Complete +90 service calls (about 6 months of service)	Aerial Lifts & any other new safety training		

For More Details:
Contact HR
HR@gatekeepersystems.com
or
Benz Dechjirakul
Senior Field Service Engineer & Project Leader,
Field Development
ddechjirakul@gatekeepersystems.com



Gatekeeper Systems Technical Academy



Empowering Growth Through Knowledge - 2025 Global KIP Sessions




2025 KNOWLEDGE IS POWER (KIP) SESSION

GLOBAL OFFICES SERIES - AUSTRALIA

NICK TRUDGETT
ANZ & APAC General Manager

TOPIC OF DISCUSSION
TBD

THURSDAY
May 8, 2025

START AT
1:00 PM

Virtual Meeting

In 2025, Gatekeeper Systems expanded its Knowledge is Power (KIP) Sessions to engage team members across all U.S. and global offices. These monthly sessions—held on the first Thursday of each month—continue to foster professional growth by focusing on key topics such as product innovation, software training, process optimization, and role-specific insights.

To ensure accessibility for all regions, each session is recorded and stored in the Gatekeeper Data Library, allowing employees to learn at their own pace, anytime and anywhere.

Gatekeeper Systems' commitment to employee development goes beyond onboarding. We consistently provide a wide range of training programs designed to enhance skills and knowledge, supporting our employees throughout their careers with the company.

Customer relations

At Gatekeeper Systems, we understand that delivering innovative products and services is only part of being a trusted partner. To truly be the supplier of choice, we must also be a company our customers can count on for transparency, integrity, and ethical conduct. Environmental, Social, and Governance (ESG) principles are central to how we operate—they shape our decisions, strengthen cross-functional collaboration, and push us to improve year after year. We invest in the right resources, expertise, and training to ensure our teams act within the law and uphold our values globally. As technology evolves and new players enter the market, we remain committed to fair competition and proactive risk management. By working closely with our customers on key issues such as product compliance and environmental legislation, we help shape a more responsible industry—always grounded in doing what's right.

Quality products and services

At Gatekeeper Systems, quality is not a checkpoint—it's a continuous commitment embedded in every phase of our operations. Our approach to quality assurance is built on the foundation of proactive design, rigorous validation, and long-term reliability. From product development to customer delivery, we maintain an uncompromising standard that aligns with global benchmarks and exceeds industry expectations.



® 1 site certified ISO 14001 : 2015
1 site certified ISO 9001 : 2015



1 site REACH Compliant

Our integrated Quality Management System (QMS) ensures compliance with regulatory standards, fosters risk-based thinking, and drives corrective and preventive action. This system empowers cross-functional collaboration between Engineering, Manufacturing, Supply Chain, and Service teams, reinforcing our ability to consistently deliver dependable, high-performance solutions.

We have established clear metrics for field performance, supplier conformance, and internal process capability. Every employee, supplier, and partner is aligned under a shared vision: to uphold product integrity, ensure customer satisfaction, and contribute to safe, sustainable retail environments.

With a global presence and millions of units deployed, we measure success not just by product uptime, but by the trust and satisfaction of our retail partners. Our continuous improvement culture, reinforced by lessons learned and robust root cause analysis, ensures that every innovation we release enhances the experience of our customers while safeguarding our brand reputation.

Quality is our promise, and performance is our proof.

"Quality is not a department—it's a mindset embedded into every layer of our organization. From design to deployment, we build reliability into our systems, develop talent with intention, and hold our partners to the same high standards we set for ourselves. Every product, every service, and every process reflects our dedication to doing things right the first time. This is how we earn trust—not just through consistency, but by exceeding expectations and creating lasting value for those we serve."



Sano Marsiano
VP of Quality,
Regulatory, and
Process
Engineering

WORLDWIDE PRESENCE



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