

Forto Sustainability Report 2024

We drive sustainable
transformation #fortomorrow



April 2025



Thoughts from our CEO

Forto's sustainability journey continued in 2024, and I am thrilled to share the progress we have made in our third annual sustainability report. This year was marked by significant advancements in our sustainable logistics offering, deepened collaboration with our customers, and meaningful steps toward long-term climate action.

In 2024, we introduced insetting light (biofuel) as the new standard product across sea and air freight, providing a scalable solution for reducing transport emissions. Additionally, our newly introduced

electric company car fleet strategy sets us on a path to transition to a 100% electric company car fleet by 2030. Internally we strengthened our focus on diversity, equity, and inclusion, launching "women at Forto," an initiative dedicated to celebrating and empowering women within our organization.

This report also comes at a moment of transition for Forto. Following a structured leadership succession process, I have taken on the role of CEO as of early 2025, succeeding Michael Wax, who has transitioned to Chairman of the Board. I am honored to

build upon the strong foundation that Mike and the team have established and remain fully committed to making sustainability a core pillar of our strategy.

As we look to the future, we remain focused on embedding sustainability into every aspect of our operations while supporting our customers in navigating the evolving regulatory and environmental landscape. Together, we continue to drive meaningful transformation in global logistics.



Guillaume Petit-Perrin, CEO

Guillaume Petit-Perrin

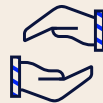
About Forto

The leading European digital freight forwarder

Forto combines technology, data, and deep industry expertise to enhance the freight forwarding experience, offering unparalleled supply chain visibility, a tech powered, customer-centric team, and a leading sustainability approach for reliable, transparent, and sustainable logistics. Leading manufacturers and e-commerce firms are among Forto's 2,500 digitally-focused supply chain customers.



2016
Founded



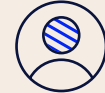
2,500+
Customers



18
Office Locations
Globally



Berlin
Headquarter



600+
Employees

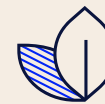
Impact Highlights

This sustainability report details our steadfast dedication to integrating sustainable practices into the core of our business strategy and operations for a resilient future. Here, we share our 2024 journey, achievements, and commitments towards driving sustainable transformation #fortomorrow.



133,109 t

CO₂e Total emissions in 2024



60%

of our customers take climate action with us



14,500 kg

of waste recovered



< 1%

Adjusted gender pay gap



36%

of our leadership team is female



86%

of our employees commute by foot, bike, or public transport or exclusively work from home

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Our Approach

Sustainability is our joint responsibility,
not a choice.

Sustainability is our Purpose

The escalating climate crisis demands urgent attention. 2024 is confirmed to be the warmest year on record globally (going back to 1850), and the first calendar year that the global average temperature exceeded 1.5C above its pre-industrial level - a seemingly modest rise with profound implications for our planet's future. This situation requires collective action to mitigate further shifts in our climate, in line with the Paris Agreement's goals. The transportation sector stands as a critical area for intervention. Now responsible for **8% of global greenhouse gas emissions**, without decisive action, freight

transport could become the largest source of emissions by 2050.

8% of global greenhouse gas emissions come from freight transport.

The 2023 IPCC report underscores the accelerating pace of climate change, emphasizing the transportation industry's imperative to adopt innovative and sustainable practices urgently. Notably identified as a "hard to abate sector", addressing the decarbonization challenges in the transportation sector requires

significant investment and time to develop and implement sustainable technologies.

Against this backdrop, we at Forto are ready to proactively seize the urgent need for climate action as an opportunity for impactful engagement.



Forto's strategy extends beyond delivering sustainability solutions for climate action that are efficient, simple and cost-effective. We aim to spearhead the industry's sustainable transformation, underpinned by a holistic commitment to environmental responsibility and fostering a community dedicated to substantial change. Through our efforts to promote sustainable supply chain practices, Forto wants to rethink the logistics industry's operational models, and prove that environmental sustainability and a flourishing business are mutually reinforcing objectives.

With this report, we invite our customers, employees, and stakeholders to look back at 2024 and discover how Forto is working to continuously challenge the status quo, champion sustainable innovation, and introduce business and supply chain practices that aim to create a legacy of sustainability for future generations.



Paris Agreement

The [Paris Agreement](#) is an international treaty on climate change adopted in 2015, aiming to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. It seeks to substantially reduce global greenhouse gas emissions and to enhance the ability of countries to deal with the impacts of climate change. Each participating country must submit plans for environmental action known as nationally determined contributions (NDCs), which are intended to be improved upon every five years. Despite plans of the US and Argentina to abandon the Paris Agreement, most other nations, the European Union, and Forto remain committed to act in line with its defined goal.

From Responsibility to Action

Forto is deeply committed to sustainability, going beyond the usual idea of responsibility. We take active steps towards making a positive impact on our planet, its people, and their well-being. Recognizing the different ways people contribute to our community, we respect everyone's role and work together towards common goals.

Sustainability Objectives in 2024

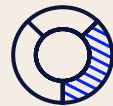
1.



We foster community, collaboration and culture at Forto and beyond through sustainability initiatives.

- Launched an internal initiative aimed at celebrating and empowering women at Forto
- Expanded and formalized Forto's network of sustainability ambassadors within different departments

2.



We enable informed decisions and actionability for Forto and its customers through comprehensive, accurate, and accessible sustainability data.

- Prepared Forto for the upcoming EU Corporate Sustainability Reporting Directive (CSRD)
- Developed emission dashboards for Forto's customers to provide transparency on transport emissions and their development over time

3.



We grow Forto's business by positioning Forto as a trusted, attractive, and comprehensive sustainable logistics partner.

- Transitioned to new Smart Freight Centre Standard to provide a high quality offering to our customers
- Upgraded our default sustainability product to Insetting Light to further reduce our joint transport emissions

Promise to our Customers

Enhance Transparency



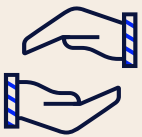
We offer a clear understanding of emissions data, empowering our customers with the knowledge to make informed decisions.

Improve Emissions Performance



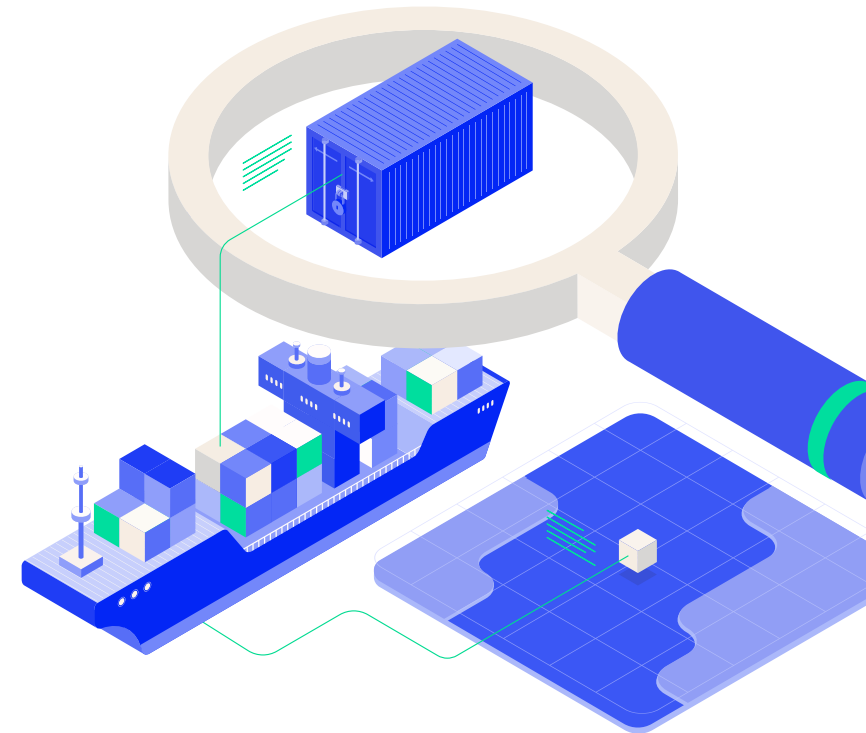
We provide easy-to-use emission reduction opportunities for all transport services, enabling our customers to actively foster and engage in more sustainable transport practices in logistics.

Foster Industry-wide Collaboration



We advocate for collective action within the logistics sector, understanding that transformative change is achieved through unity and shared vision.

Forto is dedicated to facilitating this transformation, offering digital tools, transport services, and support to reduce the environmental footprint of logistics operations and create a lasting positive impact on our world.



Science-Based Targets

Forto is committed to reducing greenhouse gas emissions in line with the Paris Agreement through science-based net-zero targets (SBTs). Forto's SBTs have been validated by the [Science Based Targets initiative \(SBTi\)](#).

We calculated our net-zero targets using the most ambitious designation available through the SBTi process. Forto has set both near- (until 2030) and long-term (until 2050) science-based emission reduction targets, covering [scope 1, 2, and 3 emissions](#). The base year for all targets is 2021.

All targets are aligned with the more ambitious 1.5C scenario of the [Paris Agreement](#) and can be summarized under our net-zero target. Forto commits to reach net-zero greenhouse gas emissions across the value chain by 2050. By 2050, we will neutralize remaining emissions in line with SBTi criteria in order to reach net-zero.

The target is broken down into the following sub targets:

Target Year	Scope	Target	Gross Emissions (t CO ₂ e)			% Change	
			Base Year (2021)	Current Year (2024)	Target Year	Since Base Year (2021)	Required until Target Year
2030 (near term)	1, 2	Forto commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year.	308	411	179	+ 33%	- 42%
	3 (maritime transport)	Forto also commits to reduce absolute well-to-wake scope 3 GHG emissions from subcon-tracted container shipping operations 35.6% within the same timeframe.	166,490	113,606	107,220	- 32%	- 35.6%
	3 (remaining activities)	Forto finally commits to reduce all other absolute scope 3 emissions 42% within the same timeframe.	21,588	19,092	12,521	- 12%	- 42%
2050 (long term)	1, 2, 3	Forto commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year. Forto also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.	188,386	133,109	18,839	- 29%	- 90%

Table 1: Forto's validated science-based targets



Maritime Transport Emissions

100%

Emissions include:

transport emissions from maritime container shipping

- 35.6%



- 90%



Remaining Emissions

100%

Emissions include:

transport emissions from air and rail freight, electricity, heating, fleet, purchased goods & services

- 42%



- 90%



2021

Base Year

2030

Near Term Target

2050

Long Term Target

The main opportunity to reach our scope 1 & 2 target is our electric company car fleet strategy and ensuring that renewable electricity is procured in all locations. As 97% of our scope 3 emissions stem from the transportation services we offer our customers, the main lever to reach our scope 3 targets relates to making these transport

services more sustainable. We are reducing emissions here primarily by using sustainable fuels in the ocean and aviation sector. Currently, we utilize second-generation biofuels, and we are looking forward to incorporating renewable fuels of non-biological origin (RFNBO) in the future.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SCIENCE
BASED
TARGETS

THE NET
ZERO
STANDARD

APPROVED NET-ZERO TARGETS

For rail transport, we rely on renewable electricity to cut emissions. In road transport, we currently use biofuel-based sustainable fuels, with electric and hydrogen-powered trucks developing as potential solutions for the future. As a freight forwarder, we do not operate our own transport assets. Instead, we apply solutions based on the book-and-principle*. The book and claim approach allows our clients to purchase the environmental benefits of biofuels, even if those biofuels aren't physically used in the ships carrying their specific cargo. Essentially, it separates the environmental claim from the physical fuel, enabling wider participation in sustainable shipping practices.

*The decision on the recognition of the book-and-claim mechanism Forto currently uses for second-generation biofuels for ocean transports for SBTs is still pending by the SBTi. Until then, gross emissions will be reported towards SBT progress, thereby excluding emission reductions from biofuels.



Science-Based Targets

Science-based targets translate the global temperature goals of the Paris Agreement into an actionable emission reduction roadmap for individual companies. Companies can set both near- (5-10 years) and long-term (until 2050) targets, aligned with either 1.5C or well-below-2-degrees of global warming compared to pre-industrial levels. These targets then get third-party verified by the [Science Based Targets initiative \(SBTi\)](#) and progress is tracked on the SBTi website, as well as annually reported on by the company.

EcoVadis Bronze Medal

EcoVadis is a leading provider of sustainability ratings for global supply chains that evaluates companies across four key areas: environment, labor & human rights, ethics, and sustainable procurement. The EcoVadis rating is a prerequisite for strong business relationships with our larger customers and is increasingly requested by them.

In 2024, Forto ranked among the top 17% of companies and, for this achievement, was awarded a Bronze EcoVadis Medal - with the Silver Medal (top 15%) clearly within reach. This is a significant achievement considering that EcoVadis aggravated their requirements for achieving Medals from 2023 to 2024 (a Bronze Medal has been awarded to

top 50% of companies in 2023, compared to top 35% in 2024). Forto's performance improved both on the score and on the percentile dimension from 2023 to 2024. The Bronze Medal reflects the quality of Forto's sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain.

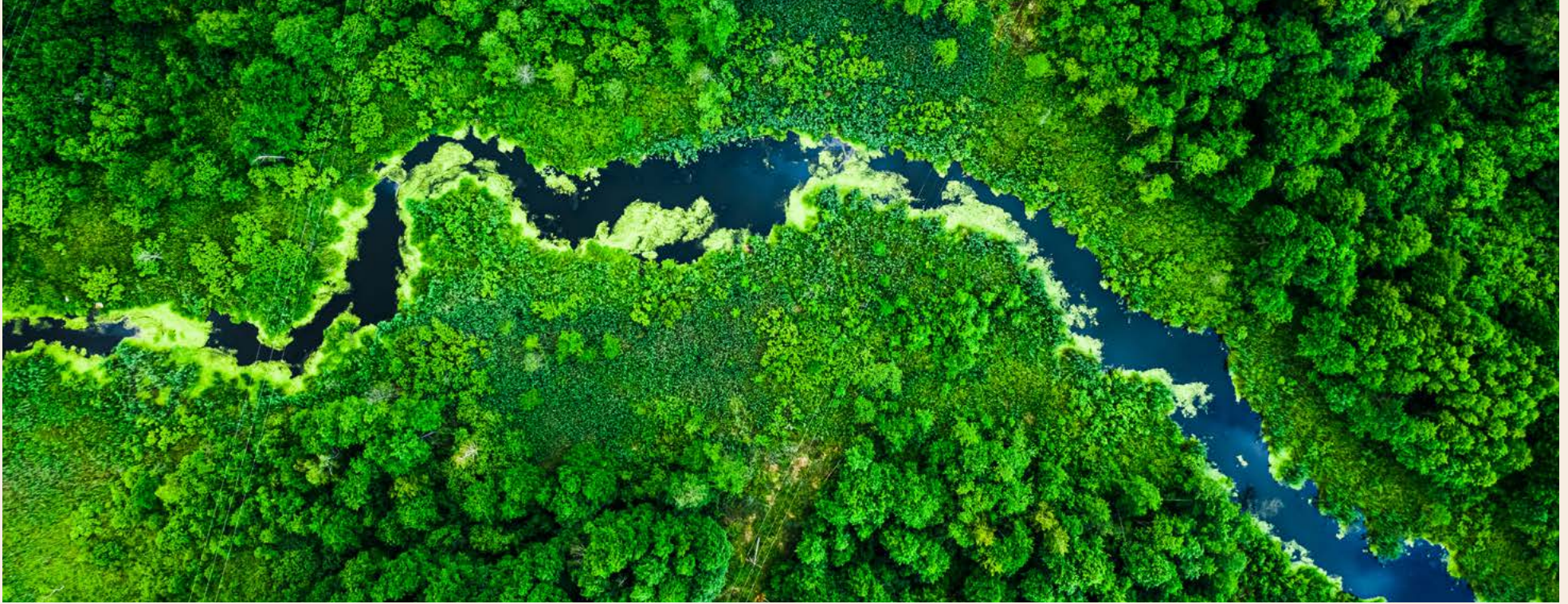
We identified multiple areas of improvement to advance Forto's rating in the upcoming years. In addition to enhancing our transparency through the tracking of additional KPIs on all ESG dimensions, we have already updated our travel policy and implemented a security risk assessment, which will benefit our 2025 EcoVadis rating.

BRONZE | Top 35%

ecovadis

Sustainability Rating

MAY 2024



Planet

A healthy planet is the foundation for thriving people and businesses.

Emissions Insights

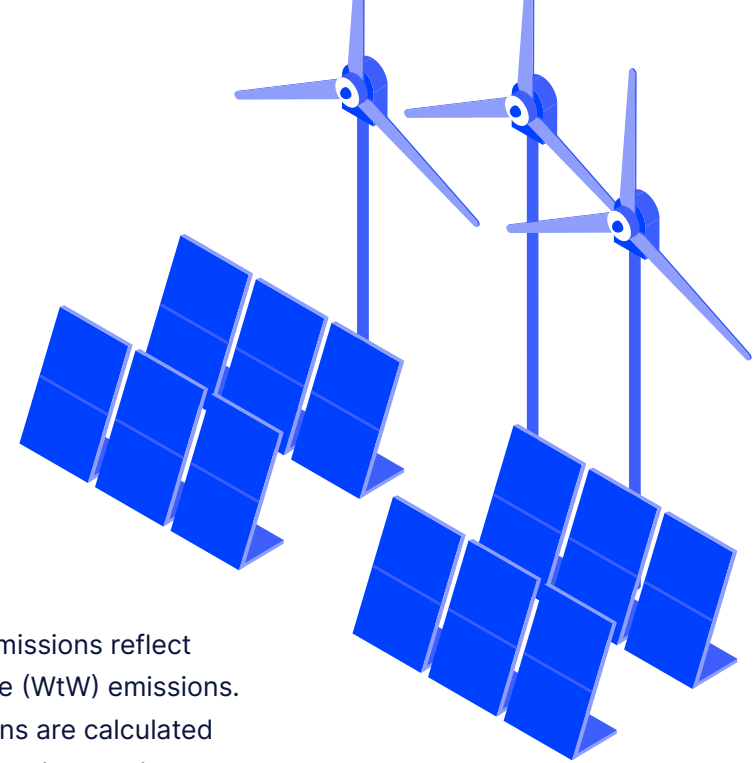
Forto has been analyzing its company emissions since its foundation in 2016. True to the phrase 'you cannot reduce what you do not measure', we consider visibility to be the first step to creating a structured and effective emission reduction roadmap. In 2024, Forto has set validated science-based emission reduction targets.

In our annual analysis, we include emissions from all relevant activities across Forto's value chain, including scope 1, 2 and 3 categories according to the Greenhouse Gas Protocol and GLEC standard.

All emissions are calculated in CO₂e (CO₂ equivalent), meaning all greenhouse gasses¹ are reflected. We use emission factors from internationally accredited databases such as DEFRA, ADEME, AIB, GEMIS, as well as supplier-specific product climate footprints where accessible. Where possible, activity data is used (e.g. fuel consumption of company car fleet, utilities in the offices). The assessment of employees' commuting and working from home emissions is based on internal quarterly surveys. The remaining emissions are calculated based on expenses or, if data is missing, assumptions are made.

Transport emissions reflect well-to-wake (WtW) emissions. The emissions are calculated by our partner, Lune, whose methodology is audited and accredited by the Smart Freight Centre, ensuring adherence to globally recognized logistics emissions standards, such as the latest GLEC Framework (2024, V3.1) and the ISO 14083 standard. These calculations encompass the entire transport chain of a shipment, including pre-, main-, on-carriage, and transshipments, using vessel-specific emission factors where available.

1 Carbon dioxide (CO₂) emissions (fossil); Carbon dioxide (CO₂) emissions (biogenic); Methane (CH₄) emissions (fossil); Methane (CH₄) emissions (biogenic); Nitrous oxide (N₂O) emissions; Hydrofluorocarbon (HFC) emissions; Perfluorocarbon (PFC) emissions; Sulphur hexafluoride (SF₆) emissions; Nitrogen trifluoride (NF₃) emissions



Emissions Breakdown

Find here a detailed overview of Forto's emissions, including historic values for comparison in accordance with the Greenhouse Gas Protocol. Historic values are subject to restatement.

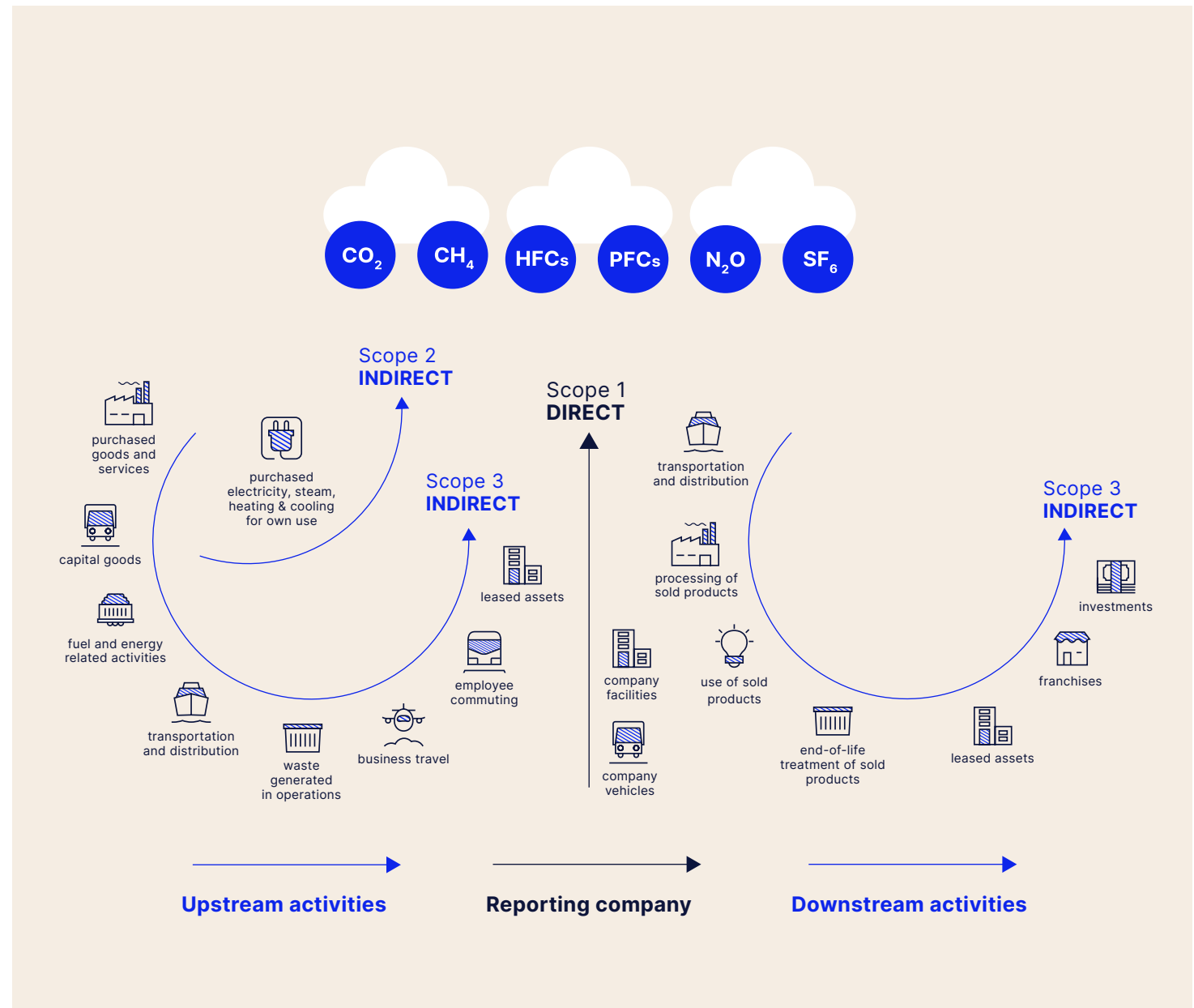
all emissions are in t CO ₂ e		2024		2023		2022		2021 (Base Year)	
		Absolute	Percentage	Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
Scope 1									
Total Scope 1		279	0.2%	322	0.2%	161	0.1%	260	0.1%
Heating & Facility Fuel Use		21	0.0%	34	0.0%	40	0.0%	38	0.0%
Mobile Combustion		258	0.2%	288	0.2%	121	0.1%	222	0.1%
Scope 2									
Total Scope 2 (market based)		132	0.1%	48	0.0%	45	0.0%	48	0.0%
Total Scope 2 (location based)		149	0.1%	113	0.1%	117	0.1%	-	-
District Heating		69	0.1%	21	0.0%	25	0.0%	11	0.0%
Electricity (market based)		63	0.0%	27	0.0%	20	0.0%	37	0.0%
Electricity (location based)		80	0.1%	92	0.1%	92	0.0%	-	-
Scope 3									
Total Scope 3		132,698	99.7%	153,571	99.7%	205,177	99.9%	188,077	99.8%
1	Purchased Goods & Services	2,375	1.8%	2,069	1.3%	3,943	1.9%	1,719	0.9%
2	Capital Goods	237	0.2%	239	0.2%	-	-	709	0.4%
3	Fuel & Energy- Related Activities	67	0.1%	78	0.1%	100	0.0%	72	0.0%
4	Upstream Transportation & Distribution (WtW)	129,052	96.9%	150,188	97.6%	200,338	97.5%	184,660	98.0%
5	Waste Generated in Operations	2	0.0%	2	0.0%	2	0.0%	9	0.0%
6	Business Travel	508	0.4%	649	0.4%	420	0.2%	408	0.2%
7	Employee Commuting	272	0.2%	346	0.2%	374	0.2%	496	0.3%
8	Upstream Leased Assets	-	-	-	-	-	-	-	-
9	Downstream Transportation & Distribution	-	-	-	-	-	-	-	-
10	Processing of Sold Products	-	-	-	-	-	-	-	-
11	Use of Sold Products	-	-	-	-	-	-	-	-
12	End-of-Life Treatment of Sold Products	-	-	-	-	-	-	-	-
13	Downstream Leased Assets	185	0.1%	-	-	-	-	4	0.0%
14	Franchises	-	-	-	-	-	-	-	-
15	Investments	-	-	-	-	-	-	-	-
Total Gross GHG Emissions									
Total Gross Emissions (market based)		133,109	100.0%	153,942	100.0%	205,387	100.0%	188,385	100.0%
Total Gross Emissions (location based)		133,126	100.0%	154,006	100.0%	205,463	100.0%	-	-
Emission Insetting Activities									
4	Upstream Transportation & Distribution via Biofuels	3,080	2.3%	2,276	1.5%	1,021	0.5%	0	0.0%
4	Upstream Transportation & Distribution via Renewable Energy	17	0.0%	764	0.5%	464	0.2%	711	0.4%
6	Business Travel via SAFc	41	0.0%	-	-	-	-	-	-
Total Net GHG Emissions (incl. Insetting)									
Total Net Market Based Emissions		129,976	97.6%	150,902	98.1%	203,902	99.3%	187,674	99.6%
Total Net Location Based Emissions		129,993	97.6%	150,967	98.1%	203,978	99.3%	-	-
Emission Offsetting Activities									
Emissions addressed via Offsetting		8,326	6.3%	48,252	31.3%	52,978	25.8%	41,548	22.1%

Subject to restatement

Table 2: Forto's greenhouse gas emissions in CO₂e

Scope 1, 2, and 3 Emissions

Scope 1 emissions consist of direct emissions that occur from sources that are owned or controlled by the company. Scope 2 emissions consist of indirect emissions of the company, which come from the generation of purchased electricity, steam, heat and cooling consumed by the company. The operational control still lies with the company, but the emissions are released somewhere else. Scope 3 emissions consist of indirect emissions along the value chain that are the consequence of company activities but occur from sources not owned or controlled by the company. Here, the company has neither operational control nor are the emissions released within the company's assets.



Transport Emissions

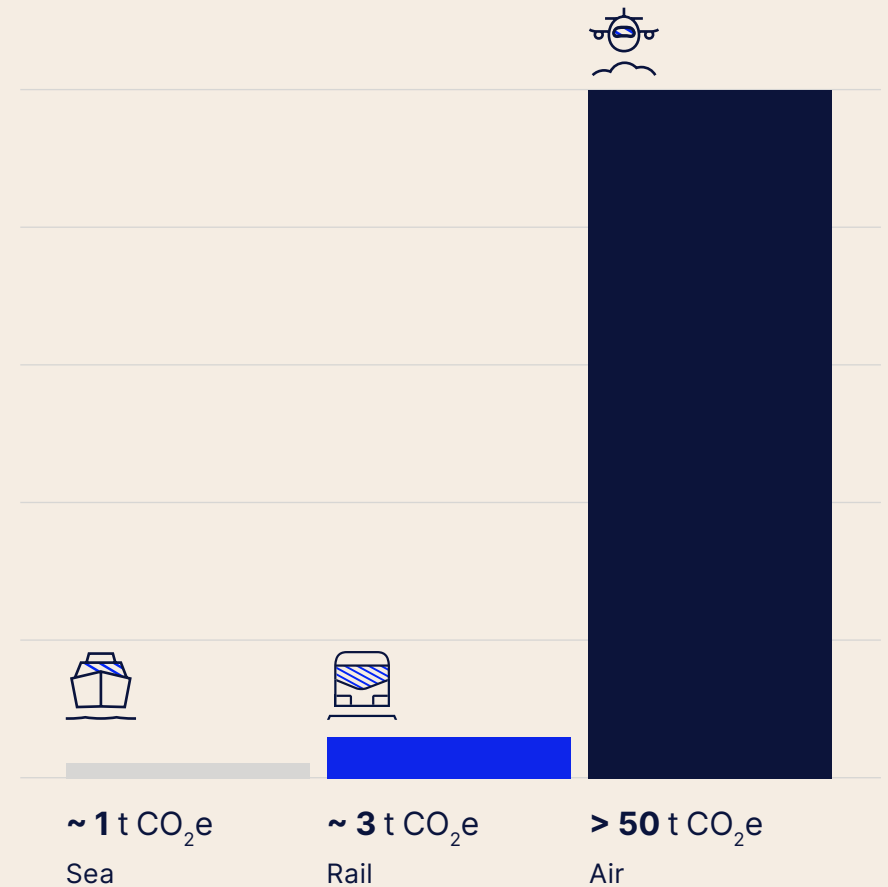
In 2024, Forto's transport emissions made up **97% of our total emissions**. The majority of Forto's transport emissions stems from the sea freight services we offer to customers. However, comparing emissions impact of transport modes per transport unit, the emissions caused by transporting goods via air are by far the highest. On average, shipping 10 tons of freight weight from Far East Asia to Northern Europe via sea causes approx. 1 t CO₂e, while rail causes approx. 3 t CO₂e and air over 50 t CO₂e.

While the exact difference in emissions between the transport modes depends on a variety of factors like fuel, age and capacity of the vessel, distance and speed, the general rule holds true: the lowest emissions for long distance are emitted by shipping via sea.

To address transport emissions, Forto is taking climate action together with customers through insetting emissions across all transport modes.

97%

of Forto's total emissions were transport emissions.



Average emissions of shipping 10 tons of freight from Far East Asia to Northern Europe

Non-Transport Emissions

41 t

CO₂e related to business travel were mitigated by Forto in 2024

Forto's remaining emissions are rather low, as we are a digital company operating in an emissions-intensive industry. Once transports are excluded, most of Forto's remaining emissions stem from products and services purchased for daily operations. This includes for example IT equipment, server usage, office materials, and catering for company events. All food and drinks in our offices and at company events are either vegetarian or vegan and all coffee machines in Forto's offices are filled exclusively with oat milk. This reduces our food emissions by 47%.

Business travel makes up the second biggest share of Forto's non-transport emissions. To reduce emissions linked to business travels, Forto has implemented an updated travel policy, always preferring trains and allowing flights only for distances above 600km one-way and not domestic within the EU. If a flight is taken, Forto purchases SAF (sustainable aviation fuel) to mitigate the related emissions. For any in-policy flights, a 10% SAF blend is applied. For any out-of-policy flights, a 50% SAF blend is applied. This way, in 2024, Forto mitigated **41 t CO₂e**.



The third largest source of non-transport emissions is our employee's commute to work and working from home. While 20% of employees walk or bike to the office, 46% take public transport, and 14% go by car or motorcycle. The 20% of employees work exclusively from home. The emissions caused by our employees working from home

are also included in Forto's footprint. In order to decrease commuting emissions, Forto is offering a public transport subsidy. 182 employees already make use of this. Additionally, 42 employees currently lease their bikes through Forto.

Work Environment

Forto has 18 office locations in 8 different countries, with our headquarters in Berlin, Germany. All office space is either leased or rented. Our global sustainable procurement policy ensures all

our purchases are completed with sustainability in mind. This includes choosing long lasting products and preferring those offered by small and minority-owned businesses. We have a paper-free policy to

reduce our consumption and waste - we print as little as legally possible and aim to handle most of our business digitally. For example, signing our contracts digitally via DocuSign has saved 2.1t CO₂e

and 21,700l of water in 2024, the equivalent to 5 fully grown trees. To further reduce our waste, we do not use any single-use utensils.

Utilities

Forto is committed to reduce its electricity consumption in all locations and to procure renewable electricity in all its locations, if possible. In 2024, at least 59% of our procured electricity came from renewable energy sources. The general increase in electricity consumption stems from the electrification of our company car fleet.

The waste in our offices is sorted and recycled according to the waste streams of the respective countries. All waste consists of normal household waste. The figures only relate to space actively used by Forto, not to space subrented to other companies.

Utility	2024	2023	2022
Electricity (kWh)	355,918	257,765	234,338
Renewable Electricity (kWh)	172,244	158,179	179,884
Non-renewable Electricity (kWh)	183,674	99,586	54,454
Heating (kWh)	359,169	263,281	311,339
District Heating (kWh)	246,029	75,055	94,796
Natural Gas (kWh)	113,140	188,226	216,543
Water (mL)	1.02	1.00	0.91
Waste Generated (t)	101.23	99.91	98.74
Household (t)	101.23	99.91	98.74
Hazardous / radioactive (t)	0	0	0
Waste Recovered in Own Operations (t)	0	0	0

Subject to restatement

Table 3: Utility consumption

Company Car Fleet

Forto has a medium size fleet of company cars for our commercial division and executives. 28% of Forto's fleet consists of electric vehicles, compared to 14% in 2023. The share among company cars driven by Forto Leadership (Director level and above) is 100% electric.

In 2024, Forto announced that it will phase out combustion engine and hybrid vehicles in Germany

and the Netherlands until 2030, with a commitment to follow up in Italy and Poland as soon as the charging infrastructure allows. New contracts for combustion engine and hybrid vehicles in Germany and the Netherlands will only be granted for less than 12 months and under special circumstances. Any long term leasing contracts (3+ years) from 2024 on will only be granted for electric vehicles and employees

are encouraged to switch to electric vehicles as soon as possible.

This phase out will significantly reduce Forto's scope 1 emissions and therefore contribute to us reaching our scope 1 & 2 science-based target.

Fleet	2024		2023	
	Absolute	Percentage	Absolute	Percentage
Total Fleet	69	100%	86	100%
Combustion Engine	33	48%	49	57%
Hybrid	17	25%	25	29%
Electric	19	28%	12	14%

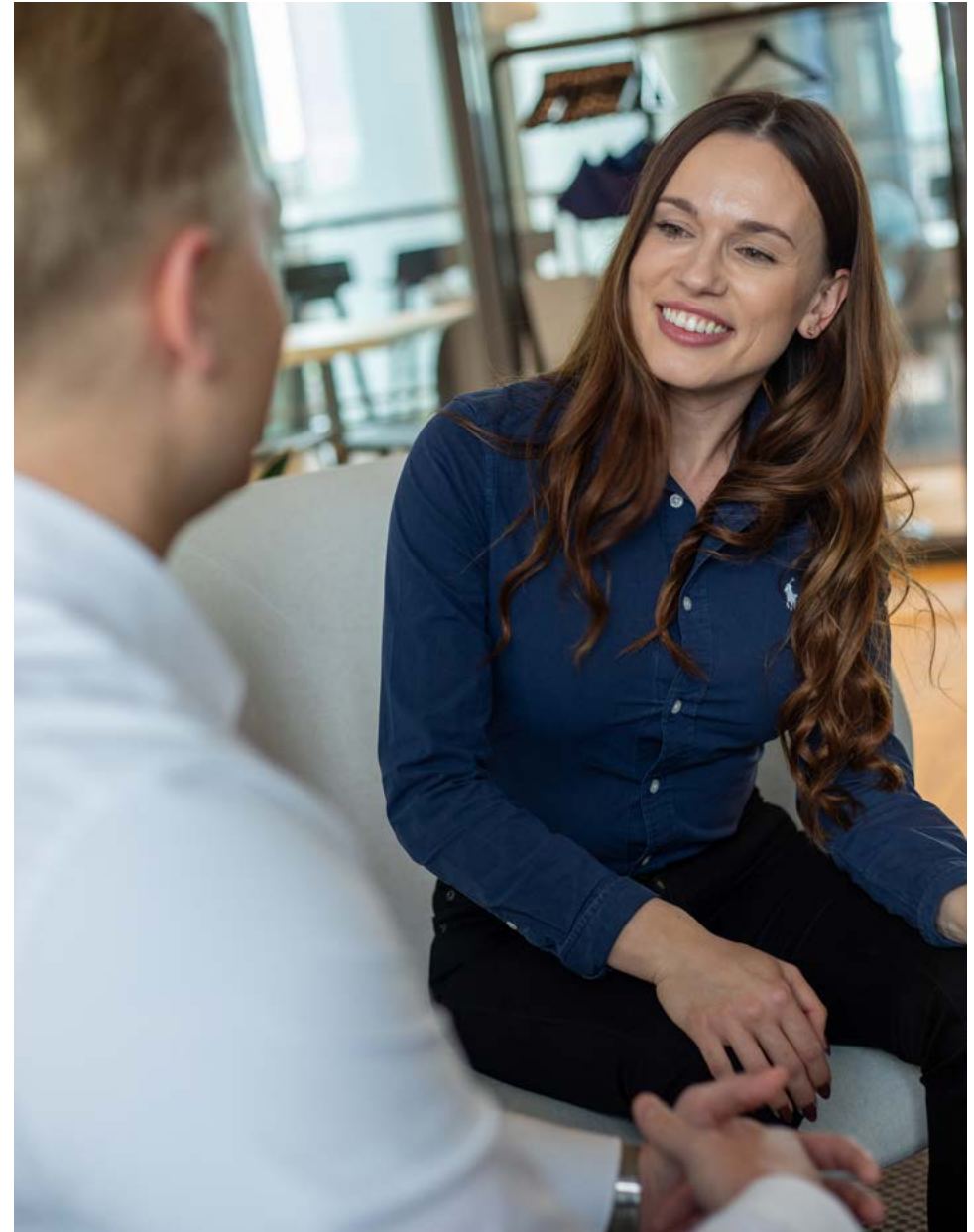
Subject to restatement

Table 3: Forto's fleet per type of engine

Together with our Customers

We are committed to working together with both our customers and partners. By joining forces, we can drive change and significantly cut emissions, paving the way for a more sustainable industry. In 2024, 60% of Forto's customers used our sustainable logistics offering. This accomplishment underlines our mutual commitment to environmental stewardship and highlights the powerful impact we can achieve through collaborative emission reduction efforts.

The processes and evidence for Forto's sustainable logistics offering have been independently reviewed by TÜV Rheinland. The review concludes conformity with the defined test criteria: comprehensibility, transparency, consistency as well as existing limitations of the developed concept and corresponding documentation.



Transport Emissions Visibility

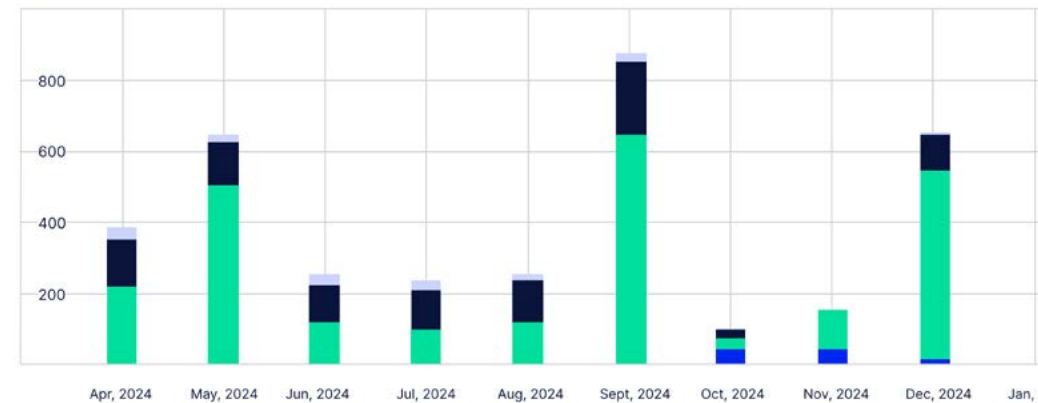
Since 2021, providing visibility on emissions to customers has been a key aspect of our sustainable logistics services. For our clients, understanding and managing their supply chain's greenhouse gas emissions is essential for making more sustainable choices. With Forto, they receive insights into the emissions of their shipments, including detailed calculations for each transport leg, such as pre-carriage, main carriage, and on-carriage.

Customers have access to emissions data and detailed reports through our platform, along with emission dashboards that help them easily identify emission hotspots, report on their sustainability KPIs, and explore low-emission alternatives. Our partner for emission calculations is accredited by the Smart Freight Centre, adheres to the Global Logistics Emissions Council Framework, and aligns with the Greenhouse Gas Protocol and ISO 14083 standard.

Reports

Our shipments have emitted 3,423.24 tCO₂e

Sea: 72.83 t (2%) Air: 2466.62 t (72%) Road: 760.89 t (22%) Rail: 122.90 t (4%)



Transport Emissions Reduction

Reducing greenhouse gas emissions is necessary to halt the climate emergency we are facing. At the moment, biofuel is the only solution available at scale to effectively reduce long distance main-carriage sea and air freight transport emissions. Forto additionally collaborates with rail transport providers to reduce emissions via renewable energy transports.

In 2022, Forto began offering its customers the option to reduce emissions from their sea freight transports using second-generation biofuel. This service is available for shipments handled by Forto as well as those managed by third parties. Since 2023, Forto has been providing end-to-end emission reduction coverage for both ocean and airfreight,

including all stages of transport: pre-carriage, main carriage, and on-carriage. Through the book and claim approach, using biofuel for shipping is feasible for any shipment without affecting transport operations. Forto ensures that only second-generation biofuels, made from used cooking oil and other sustainable waste streams, are

used, achieving at least an 80% reduction in emissions compared to fossil fuels. In 2024, Forto introduced options for customers to choose lower emission reductions of 25% and 50%.

The introduction of blends makes the solutions more affordable and lowers the barrier to getting started.



In April 2024, Forto launched Insetting Light as its default sustainability product, replacing its previous Offsetting service. This novel and economical approach seamlessly integrates a percentage of alternative fuels into shipments of all transport modes, enabling a reduction of, for example, 5% of ocean freight emissions across all transport legs. While acknowledging offsetting's value in sectors with limited scalable decarbonizing options, Forto prioritizes insetting solutions that tackle emissions directly at their source through alternative fuels. Therefore, Forto is dedicated to delivering sustainable solutions that accelerate the adoption of cleaner fuels. Insetting Light directly aligns with the [Paris Agreement's](#)

3,080 t

CO₂e reduced with transports shipped with biofuel in 2024

1.5C global warming limit and the maritime industry's 2030 emission reduction targets. This approach empowers customers to align their contributions with business goals through manageable steps, recognizing that collective efforts can lead to significant environmental impact.

Together with their customers, Forto reduced **more than 3,080t CO₂e** with transports shipped with biofuel in 2024. Ocean biofuels represent a promising

"By introducing its new sustainability service Insetting Light, Forto offers a convenient solution to improve the sustainability in our logistics operations. We at Interpneu are proud to be reducing the emissions from our transports from Asia to Europe of our truck tires, and also to be contributing to cleaner oceans through Forto's Ocean Plastic Prevention"

Robin Brucke

Head of Product Group Management Commercial at Interpneu

Transport Emissions Compensation Discontinuation

In April 2024, Forto shifted its sustainability strategy by introducing Insetting Light as the standard for all shipments, replacing and fully discontinuing the previous emissions compensation product.

avenue for reducing freight emissions by utilizing renewable resources derived from new kinds of feedstocks. As advancements in biofuel technology continue, the efficiency and scalability

of these fuels are expected to improve. By integrating biofuels into their service offering, Forto drives the transition to a more sustainable logistics sector.

How Biofuel Works

Second-generation biofuel can be sourced from multiple feedstocks. Find here an exemplary process of how biofuel from used cooking oil is procured and applied.



Claim emissions reductions

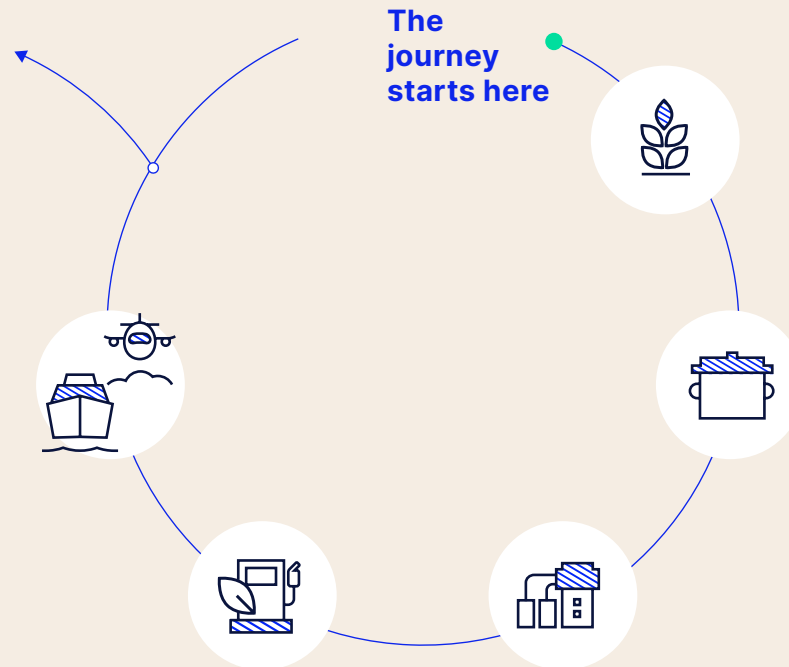
Biofuels work on a the book and claim system and can be applied to any shipment.

Ship goods sustainably

Biofuel is used to transport goods around the world with reduced emissions.

Switch fuel

The biofuel is distributed to fueling stations and filled into trucks, vessels, and planes without interruption of operations.



Grow crops

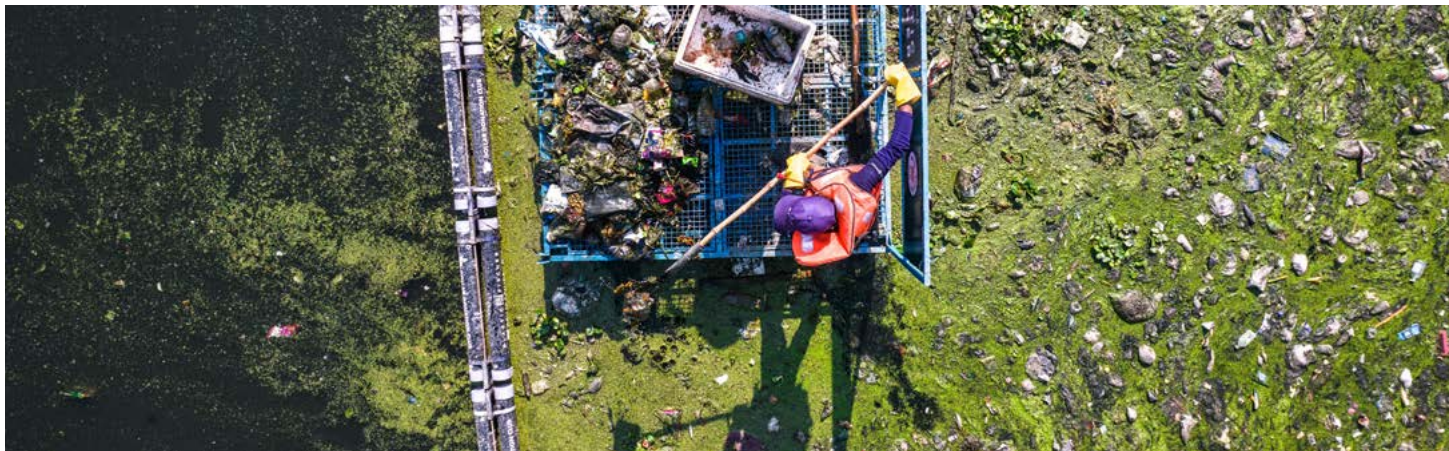
Crops are grown to produce cooking oil using carbon dioxide to grow.

Cook food

Oils are used at an industrial scale for cooking and frying food products.

Refine used oils

The waste oils are collected and turned into biofuel instead of being incinerated or put in landfills.



Ocean Plastic Prevention

Ocean Plastic Prevention, introduced in 2023, is Forto's sustainability initiative that extends beyond transport emissions, enabling shippers to combat ocean waste. Addressing waste is crucial for many of our customers, and as stakeholders of the ocean, this initiative helps us tackle its pollution.

Our partner Plastic Fischer operates at the Citarum

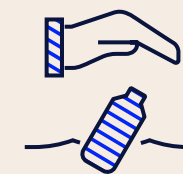
14,500

Kilograms of waste that Plastic Fischer recovered and processed for Forto and our customers in 2024.

River, one of the world's most polluted rivers, near Bandung, Indonesia, where many of our customers' factories are located. By financially supporting this initiative, river waste is recovered and processed, measured in kilograms of collected litter.

Plastic Fischer is the first organization worldwide to address ocean plastic pollution at the river level. Utilizing the award-winning

TrashBoom technology, they have installed 10 systems on the Citarum River, successfully intercepting, collecting, and managing over 360 tons of river plastic. In 2024, Plastic Fischer recovered and processed close to **14,500 kilograms** of waste for Forto and our customers.



Global Plastic Pollution

There are 5.25 trillion pieces of plastic waste in the ocean with more tons of plastic being added every year, and no globally binding agreement to reduce plastic waste. If current trends continue, the amount of plastic entering the oceans is set to double in the next ten years. The majority of ocean plastic spills out from rivers with 1% of rivers being responsible for 80% of plastic in the oceans. Intercepting plastic in rivers is much more cost-effective than dealing with the consequences downstream.



People

We are all in this together.

Diversity, Equity, and Inclusion



Forto is proud to shape a workplace where everyone is treated with dignity, courtesy, and respect. As an equal-opportunity-employer, we do not tolerate any form of discrimination, bullying, intimidation or harassment - especially regarding employment, salary or promotion. We expect everyone associated with Forto to be inclusive, considerate, respectful, and kind. Forto employees are encouraged to report any suspicion of inappropriate behavior.

Forto is committed to fostering diversity, equity, and inclusion across all levels of the organization. Our understanding of diversity goes beyond country of origin, religion, gender, age, educational background, socioeconomic status and sexual orientation, extending to factors like neurodivergence and individual opinions. A diverse workforce is essential to our mission. We consider it one of our greatest assets to solve today's complex challenges together as a team. To attract diverse talent, we focus on skill-based and culture-adding hiring.

Fostering diversity, equity and inclusion in an organization requires more than good intentions. Implementing processes to monitor and improve diversity, equity and inclusion is a challenge that we are approaching with a can-do attitude. In 2022, Forto's Executive Leadership Team started monitoring gender representation throughout different levels at Forto on a monthly basis. Additionally, all salary and promotions decisions are reviewed by the People team with regard to equity. We maintain a diversity, equity and inclusion dashboard that is visible to all Forto employees,

showing the gender distribution in different levels and teams. We are excited to continue improving our internal processes in order to further pursue diversity, equity and inclusion in 2025.

In 2024, Forto had no confirmed cases of discrimination.

Gender Diversity

Our commitment to fostering an inclusive environment goes beyond policy. By fostering gender diversity, we are not just elevating individual voices, we are amplifying the collective power of our organization to tackle challenges with creativity and insight.

		2024		2023		2022	
		Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
All Employees	Female	260	42.8%	296	42.6%	346	42.8%
	Male	346	57.0%	397	57.1%	460	56.9%
	Non-binary	1	0.2%	2	0.3%	2	0.2%
	Other or prefer not to say	0	0.0%	0	0.0%	1	0.1%
Leadership (team lead and up)	Female	49	35.5%	75	37.6%	72	32.4%
	Male	89	64.5%	125	62.4%	151	67.6%
	Non-binary	0	0.0%	0	0.0%	0	0.0%
	Other or prefer not to say	0	0.0%	0	0.0%	0	0.0%
Executive Leadership Team	Female	1	16.7%	0	0.0%	1	11.1%
	Male	5	83.3%	8	100.0%	8	88.9%
	Non-binary	0	0.0%	0	0.0%	0	0.0%
	Other or prefer not to say	0	0.0%	0	0.0%	0	0.0%

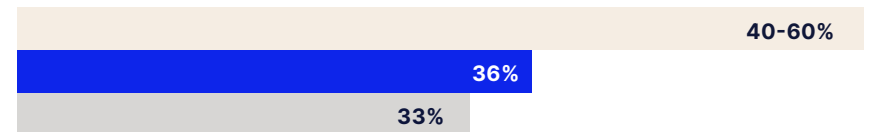
Subject to restatement

Table 5: Gender distribution of Forto employees across different levels



Forto has multiple targets to foster a wide representation of people of all genders within our organization. Female representation is especially important to us, as the average female representation in both tech and logistics companies is between 20% - 22%. While the target year is 2024 for all targets, Forto is committed to maintain these in future years as well.

Female leadership representation
(% of females in team lead and higher positions)



Female tech representation
(% of females in the product and engineering division)



**(Adjusted)
gender pay gap**



Age Diversity

Age diversity in the workplace enriches organizations by bringing a variety of perspectives, enhancing decision-making, and fostering innovation through the combination of fresh ideas and matured experience. Age-diverse teams contribute to a more dynamic, adaptable, and competitive organization.

		2024		2023		2022	
		Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
All Employees	< 30	162	26.6%	201	28.9%	273	33.7%
	30 - 50	423	69.7%	462	66.4%	504	62.3%
	> 50	22	3.6%	32	4.5%	29	3.6%
	Unknown	0	0.0%	1	0.1%	3	0.4%
Leadership (team lead and up)	< 30	12	8.7%	18	9.0%	24	10.7%
	30 - 50	113	81.9%	163	81.5%	180	80.8%
	> 50	13	9.4%	18	9.0%	18	8.1%
	Unknown	0	0.0%	1	0.5%	1	0.4%
Executive Leadership Team	< 30	0	0.0%	0	0.0%	0	0.0%
	30 - 50	5	100.0%	7	87.5%	6	66.7%
	> 50	0	0.0%	1	12.5%	3	33.3%
	Unknown	0	0.0%	0	0.0%	0	0.0%

Subject to restatement

Table 6: Age distribution of Forto employees across different levels

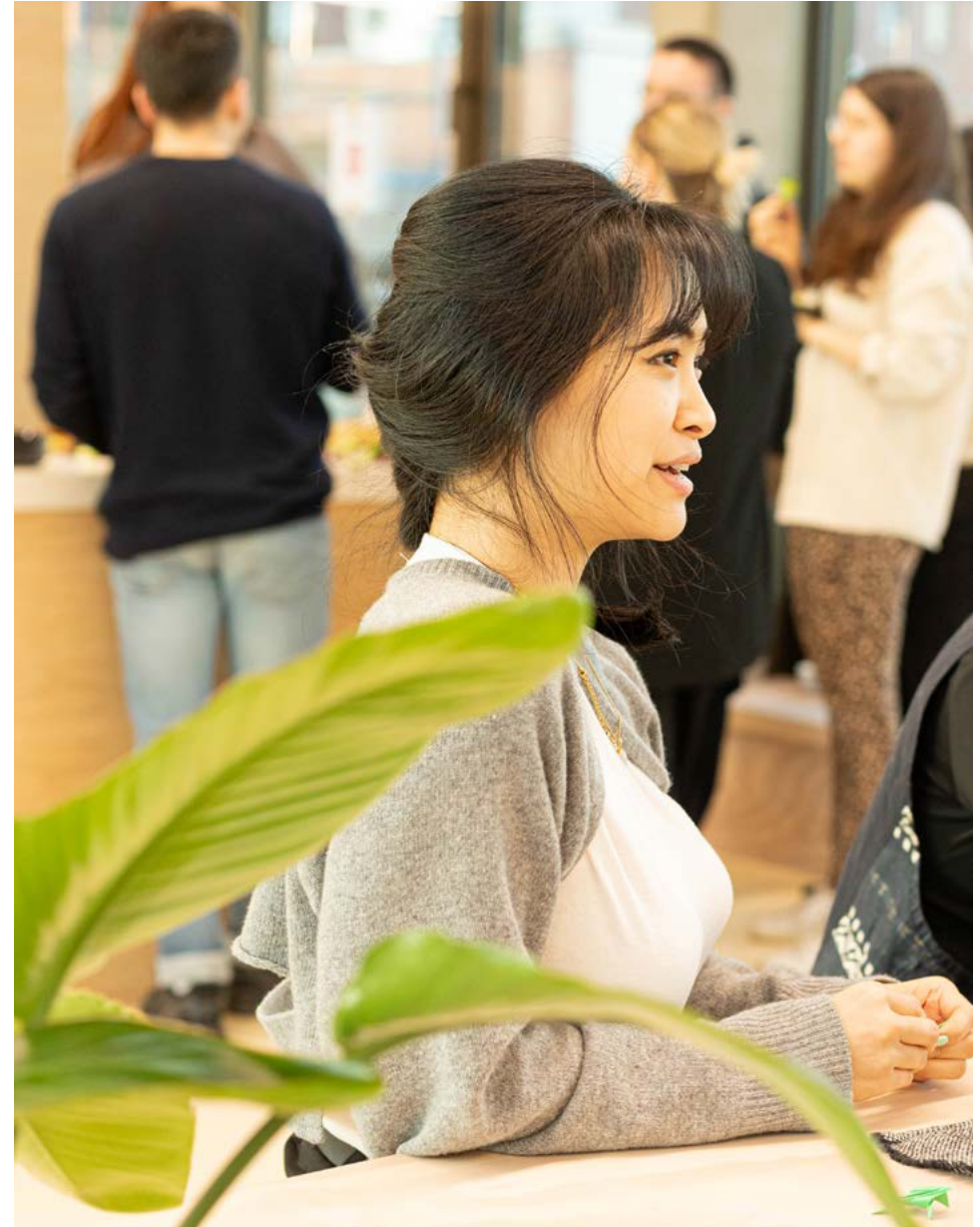
Diverse Hiring

Forto is committed to fostering diversity, equity, and inclusion in our recruiting and hiring practices. We seek individuals with diverse perspectives and experiences who can drive innovation and collective growth within our teams. We prioritize candidates who bring new perspectives and enrich our culture, rather than just mirroring existing employees. All Forto employees involved in the hiring process must conduct an unconscious bias training. In the training, interviewers learn to reflect and mitigate their unconscious biases, ensuring fairer and equitable hiring decisions.

In 2022, we implemented the Rooney Rule to ensure gender diversity for hiring new talents in leadership roles. The Rooney Rule mandates that recruiters focus

all active sourcing efforts on a particular gender for the first four weeks of sourcing to counteract a gender imbalance in a team or area. This is applied from a team lead position up and based on the overall team composition. Our passive sourcing remains always open to all genders, ensuring we maintain an inclusive hiring process.

It is important to us to create a pleasant experience for all potential future employees interacting with Forto. We believe in clear communication with candidates about the status of their application, the steps in our hiring process, and what they can expect from us as an employer. This transparency builds trust and respect with potential employees, and is greatly appreciated by the interviewees.



The Forto Community

Forto employees describe our company culture as dynamic, open-minded, and ready to challenge the status quo. We are reliable, ambitious, and driven, always looking for new ways to innovate and improve. We value open communication, enjoy giving and receiving constructive feedback, and are serious about continuous personal growth. Collaboration and flexibility underpin our work approach, and we also place a high value on building strong, friendly relationships among colleagues.



Sustainability Ambassadors

At Forto, sustainability is a responsibility shared by all, from executives to interns. A special responsibility lies with our more than 40 Sustainability Ambassadors who take on this additional role to function as a connector between their team (e.g. Sales, Operations, Finance, Engineering...) and the sustainability team. Ambassadors take ownership of implementing changes and enable their team members to integrate sustainability into everyday thinking and processes. By empowering our employees to champion sustainability, we're creating a culture that drives positive change from the ground up.



Connecting with Local and Global Communities

We host various cultural and team events throughout the year, providing opportunities for employees to connect and learn from each other. Such events range from neurodiversity roundtables, to team outings and pizza-Thursdays and cleaning up our neighborhoods.

These elements contribute to a culture that's focused on growth, inclusivity, and innovation.

We also love to engage with our local and global communities, whether that is through collaborating with other industry players or planting mangrove trees in Vietnam. We are also a part of Leaders for Climate Action (LFCA), a Berlin-based

organization focused on bringing individuals together to develop skills and knowledge needed to combat climate change. A Forto sustainability team member was shortlisted for the Future Leader Award 2024, as part of the World Sustainability Awards. Additionally, we regularly joined sustainability and industry conferences to exchange knowledge and ideas.



World Clean-Up Day

The world clean-up day is an annual event bringing millions of people together to collect trash and spread awareness on pollution. In 2024, Forto participated for the third year in a row. In total, over 70 employees (plus kids) from 8 different offices participated, collecting trash in their neighbourhoods. We are already looking forward to taking part again next year.

Subtenant Community

In 2024, we initiated a sustainability community within Forto's headquarters in Berlin. The goal is to share sustainability related knowledge, exchange ideas and experiences and organize joint events for the employees of the different companies. We came together multiple times in 2024 and had our first combined event, a clothing swap, which was received with great appreciation by employees.





Sports

Exercising regularly is a great way to keep the mind sharp, your body fit and engage with others. We regularly participate in group sporting events, such as the annual Firmenrun. In 2024, we participated in Berlin's start-up league playing soccer and volleyball, and even became divisional champions of the Q3 soccer season. A Berlin-based employee also founded a boxing group to teach other Forties basic boxing skills.



Women at Forto

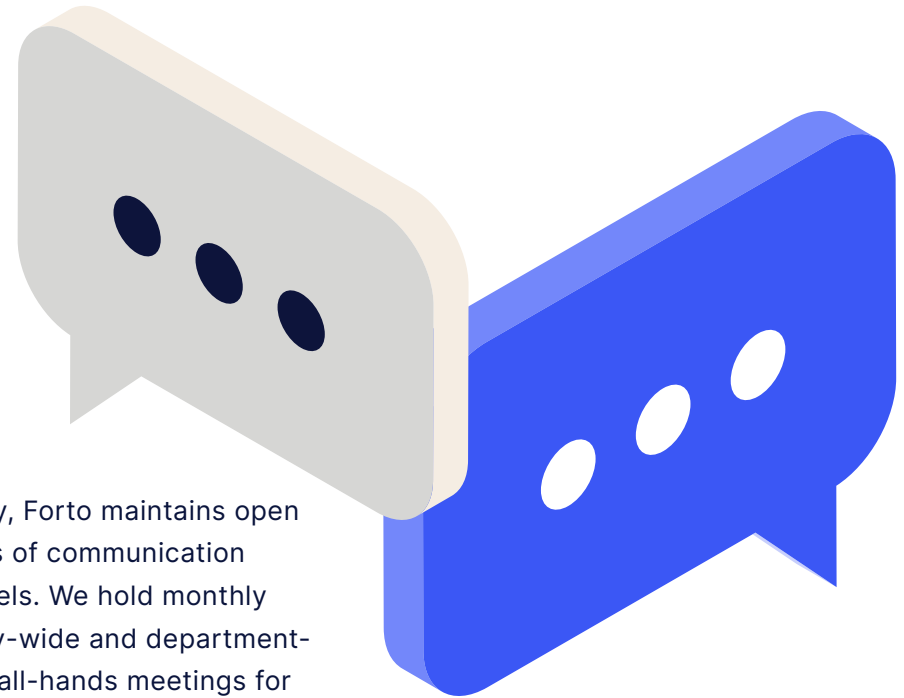
At Forto, over 40% of employees identify as women. As part of this employee resource group we come together quarterly to exchange experiences, support and advocate for each other, honor our successes and plan actions to create a more equitable workplace. The get-togethers are open to people of all genders to offer an opportunity for listening to and learning from women and how to best support them.



Code Corner

As a tech-based company, coding is essential to our daily business. But of course not every employee within Forto knows how to code. In 2024, one of our engineers took the opportunity and started our internal coding school, where employees from the engineering team teach other employees the basics of coding in an interactive format.

Feedback in all Directions



Open communication and constructive feedback are key pillars of daily interactions at Forto. Every fortnight, we collect quantitative and qualitative employee feedback through a software tool. This anonymous feedback covers a wide range of topics, resulting in an employee net promoter score (eNPS). The eNPS score development is reviewed by the Executive Leadership Team on a monthly basis. With the support from the People Team as well as other leaders, they assess qualitative comments and engage with employees

through follow-up questions and discussions. These discussions are crucial for understanding employees' experiences, ideas, and concerns and creating an action plan to address them.

In 2024, Forto implemented a new performance management and feedback system, allowing for 360° feedback. Employees are able to give and request feedback in a structured way from colleagues they collaborate with. Additionally, this tool is used in regular performance reviews for feedback from managers, as well as bottom-up feedback for team leaders.

Internally, Forto maintains open channels of communication at all levels. We hold monthly company-wide and department-specific all-hands meetings for updates and discussions. Our CEO hosts monthly meetings on Forto's financial and operational performance, as well as roundtable discussions, providing a platform for open conversations and idea sharing. On a bi-weekly cadence, we have dedicated all-hands meetings during which significant news and projects are presented to the company. Relevant sustainability updates are integrated in the company-wide

all-hands and performance meetings. Additionally, there is a monthly deep-dive session on current sustainability projects open for all Forto employees to attend.

Performance Management

Operating Principles

In 2024, Forto implemented a new set of operating principles to guide Forto employees in their daily work. These principles are a beneficial tool for communicating expectations towards employees, holding each other accountable and giving structured feedback, for example in regular performance reviews.

Forto's operating principles are:



Live Customer Centricity



Succeed through Accountability



Embrace Diverse Perspectives



Communicate Swiftly and Directly



Maximize Impactful Work



Assess Risks and Act



Think Systems-First



Commit after Debate



Seek Solutions Always



Challenge Norms and Drive Change



Win with Care

Performance Review

We conduct bi-annual performance reviews between leaders and employees, focusing on the individuals' skills, targets, and work-related behavior. Within these performance reviews, employees also have the option to give structured bottom-up feedback to their leader. In 2024, Forto implemented a new performance management tool. All reviews are held through this tool to ensure a structured process across different teams and leaders. Feedback in relation to the newly implemented operating principles is collected from colleagues and managers and compared to a previously written self-reflection.



Training and Development



At Forto, employees are invited to grow and develop within and beyond their role in the company over time. Forto established an extensive onboarding process to provide new employees with an optimal start to their role at Forto, rated 4.5/5 by new employees throughout 2024. The onboarding process starts with a broad introduction to all Forto tools, processes, and teams, facilitating

connections with relevant colleagues. This is followed by role-specific training, providing the necessary tools and knowledge for each job. Additionally, evaluations were implemented within the commercial division to better understand where individuals need additional training support. This comprehensive approach ensures new hires are well-prepared for their roles at Forto.

Forto has allocated a learning budget, managed centrally by the Learning and Development Team. Opportunities include but are not limited to internal and external training to foster various skills, such as leadership, data visualization and effective feedback giving. Additional trainings that are regularly conducted by Forto include data security and the awareness of

unconscious bias. Through a language learning software tool, employees can further develop foreign languages at their own pace. In 2024 Forto established an internal sales academy, aimed at training the commercial division on relevant information and skills related to the different sales cycle stages at Forto.

Fair Compensation and Benefits

Compensation



remains our benchmark for the adjusted gender pay gap — a standard we uphold.

Forto is committed to providing competitive and fair compensation aligned with every market we operate in. To do this, we benchmark compensation levels at Forto regularly against the Logistics and/or Technology industry. Validated benchmark data informs all compensation decisions at Forto and ensures consistent and market-aligned pay for all Forto employees in the same role and location.

Following the introduction of Forto's Total Compensation bands and an extensive benchmarking of compensation back in 2022, the company has invested significant budget since then to eliminate any last structural compensation gaps from the Forto's early start-up days. As of today, we can conclude that we are paying competitive compensation levels, in line with the Technology and Logistics industry. Furthermore,

every salary at Forto is compliant with the different applying national minimum wage standards, most far exceeding these minimums to provide employees with the financial resources to lead a good life.

We generally do not believe in cash bonuses linked to individual short-term bonus targets, and aim for broad-based equity participation in the long-term company success instead. However, we have dedicated bonus schemes for more short-term focused and strongly KPI-driven roles in the Commercial and Sea Freight division. Here, variable bonuses are also linked to sustainability performance in order to foster sustainable business and ensure that sustainability considerations are embedded in the commercial decision making processes. In 2024, sustainability performance affected compensation for 9% of employees.

Fairness and transparency matter to us as much as competitiveness. Following our regular compensation review processes, we have established fair-pay-checks for every Forto business division in order to ensure fair and consistent compensation decisions. As a result, we have achieved our target of an **adjusted gender pay gap below 1%**, a standard we are going to maintain.

Next to competitive and fair cash salaries, Forto offers a broad-based equity participation through VSOPs (Virtual Stock Option Program). Building the backbone of global trade and making shipping products as easy as sending emails is a marathon and not a sprint. Consequently, we want to align compensation with our long-term vision and have doubled the share of employees with equity ownership in the past years from 20% in 2021 to 40% in 2024.

Benefits

At Forto, we recognize that employee benefits are a vital part of our commitment to our employees. We offer a range of benefits. Though specific benefits differ by country, we are actively working towards further harmonizing our benefit offerings with a view on internal fairness and consistency. We conduct annual compliance checks to ensure Forto's benefits meet the legal requirements in every country we operate in.

Flexible working is central to Forto's work culture. We offer flexible hours, hybrid, and remote work options, allowing up to four weeks of working abroad from various countries per year. Employees

should work from an office at least 6 days per month, the remaining days they are able to work remotely within their work country.

Forto has partnered with Nilo Health, a comprehensive mental well-being platform. Employees can book up to ten fully confidential sessions with a therapist, which are covered by Forto. The platform also includes self-guided learning programs, an extensive resource library as well as roundtables. 13% of our employees made use of the platform in 2024. We offer public transport subsidies

to encourage sustainable commuting. In 2024, 182 Forto employees held a public transport ticket, an increase of 11% compared to 2023. In Germany, Forto also offers employees to lease a bike via Jobrad at a subsidized rate. 42 employees made use of this offering in 2024.

Forto also offers company pension and retirement plans, along with private health insurance plans based on the statutory provisions. For parents, we offer child sickness leave beyond legal requirements in the respective country to allow

for flexibility and catering to the needs of caring parents. Forto also complies with the legal requirements for maternity and parental leave and ensures that expecting or new parents can devote themselves fully to their newborn(s).

Our offices contain a large variety of vegetarian and vegan snacks and drinks for employees to enjoy. We also host regular company parties and quarterly team events for people to connect.





Processes

Continuously challenging the status quo.

Governance Structure

Board and Investors

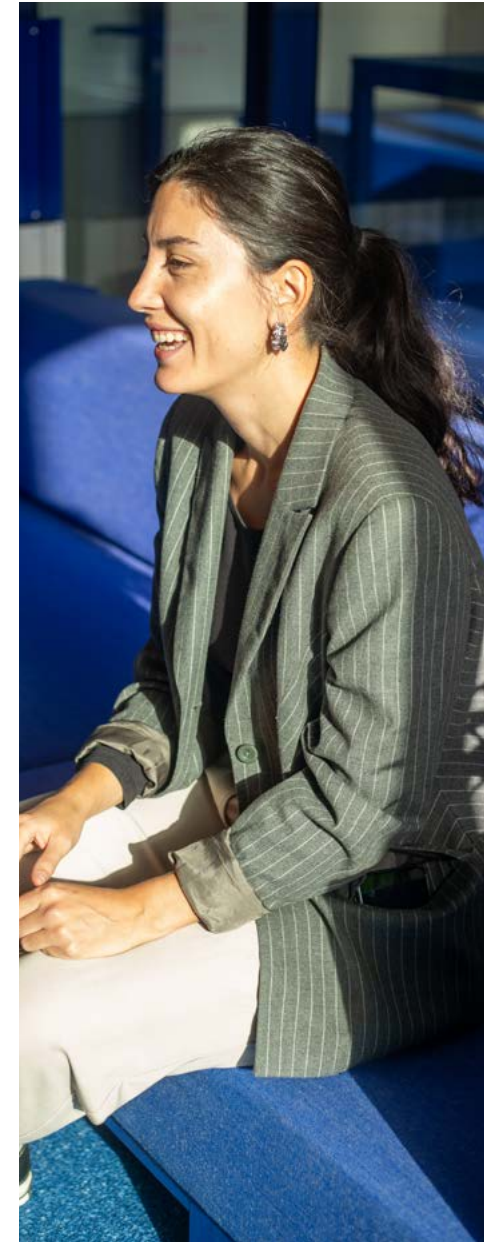
Forto is owned by its founders, a variety of external investors and its employees. Among the co-founders (four men) is Forto's former CEO, Michael Wax. Some of our top investors include SoftBank, Northzone, Unbound and Cherry Ventures, amongst others. So far, we have raised more than \$500 million in funding.

Forto's Board of Directors consists of five members (4 men, 1 woman), including one of the co-founders, Michael Wax, along with four other non-executive Board members, representing some of Forto's largest investors. During

quarterly meetings, the Board discusses financial performance, macroeconomic conditions, future outlook and KPIs, and approves key strategic decisions where necessary. The Board also has a compensation committee that approves promotions and salary increases from the VP level and up (and / or above a certain materiality threshold).

Forto has a monthly investor reporting in place which provides visibility into the financial and operational performance. Forto goes through a rigorous accounting close every month, and

reports consolidated financials (as per IFRS Accounting Standards) to its investors every month. Our commitment to transparency ensures all stakeholders are kept informed about Forto's performance and strategic direction. Forto additionally provides relevant sustainability metrics to investors on an annual basis upon request. Investors collect this data from their portfolio companies to act in line with the Sustainable Finance Disclosure Regulation (SFDR).



Internal Reporting

Forto's Executive Leadership Team (ELT) monitors internal KPIs on a weekly basis, with a specific sustainability monitoring on a monthly basis. Both the CEO and Chief Commercial Officer (CCO) hold regular meetings with sustainability leadership for updates and decision-making. Our CCO holds a special responsibility for sustainability oversight within the Executive Leadership Team, with the Sustainability Team reporting directly to him.

Additionally, an internal sustainability dashboard is available to all employees for live updates on sustainability metrics and performance.



Audit

Forto conducts multiple types of audits every year. Financial audits of local GAAP figures of Forto's subsidiaries take place in the respective countries and the consolidated financial statement is audited according to IFRS for the Forto Group. An IT audit on Forto's

system landscape, including our IT processes, access management and IT controls also takes place as part of the group audit. Our sustainable logistics offering is third party reviewed.

Update for 2025

At the point of publication of this report, Forto's management structure has changed. Michael Wax, Co-Founder and CEO, has stepped down from his role and is transitioning to Chairman of the Board. In this capacity, Michael will continue to support Forto's mission, provide strategic oversight, and act as an advocate for the company's vision. Guillaume Petit-Perrin, formerly CFO, will succeed Michael as CEO. The transition has been planned and prepared by both over the past few months. The sustainability team is now a part of Forto's Sea Freight division.

Business Ethics

Forto's Chief Financial Officer (CFO), part of the Executive Leadership Team (ELT), oversees business ethics and compliance at Forto. We have appointed a Chief Compliance Officer, who is supported by a Compliance Manager and a Data Privacy Manager, to ensure ethical, regulatory and data protection standards. Forto's Code of Conduct covers all necessary topics, including corruption and bribery, and demonstrates our commitment to ethical business practices.

Whistleblower Protection Policy



Anti-Corruption & Anti-Bribery Policy



Third-Party Risk Management Policy



Data Privacy and Security Policy



Cybersecurity and Data Management Policy



Information Security Policy



Diversity, Equity and Inclusion Policy



Human Rights Policy



Environmental Policy



Compliance monitoring with UNGC principles



Compliance monitoring with OECD Guidelines for Multinational Enterprises



Whistleblowing Procedure

At Forto, integrity and trust are paramount. Our whistleblowing process empowers both team members and external stakeholders to report potential violations. The system, managed by an external provider, supports anonymous and identified submissions, ensuring everyone can report comfortably and Forto meets the requirements of the German Hinweisgeberschutzgesetz and EU GDPR perspective.

In 2024, we enhanced the process to improve transparency and included a structured tracking process to ensure that identified process improvements during the investigation process are being addressed in a timely manner.

System Safeguards and Non-Retaliation Pledge

Anonymity

For those who prefer to remain anonymous, our system ensures that privacy is safeguarded. Even with the option for chat communication, the option of anonymity is a priority unless the user decides otherwise.

Confidentiality

When reports are made with identification, the process incorporates every precaution to protect the privacy of the reporter. Access to these reports is strictly limited to dedicated and qualified people.

Non-retaliation Pledge

Our commitment to non-retaliation is robust, protecting not just the whistleblower but all individuals involved, from the accused to witnesses. This commitment is a cornerstone of our ethical framework, ensuring that the process is safe and fair for everyone.

Our approach underscores Forto's unwavering commitment to upholding the highest standards of transparency and ethical conduct. It provides a secure avenue for reporting concerns, reflecting our dedication to fostering a culture of openness and accountability. In 2024, we addressed and promptly concluded on all concerns, demonstrating our proactive stance in maintaining an ethical workplace and business practices.



Anti-Corruption and Anti-Bribery

Forto is committed to preventing corruption and bribery, ensured via a multitude of processes. We screen our business partners on a legal entity basis thoroughly, have clear policies covering corruption, conflicts of interest, fraud, and sanctions compliance. In 2024, we automated the screening process, thereby improving our response time and reducing the opportunity for errors.



Forto has no confirmed cases of corruption or bribery since its foundation in 2016.

2024 was focused on continuing to implement the commitments of Forto's Code of Conduct through establishing various policies and supportive processes. This includes, but is not limited to, an Anti-Corruption Policy, a Conflict of Interests Policy, and a Gift & Hospitality Policy. If someone sees something that does not seem right, we have set up a whistleblowing procedure to report it anonymously

We are proud to say that, to date, **Forto has no confirmed cases of corruption or bribery** since its foundation in 2016. We are taking appropriate steps to continue this journey.



Information Security

A crucial part of Forto's commitment to information security is our annual risk assessment and penetration test, which allows us to identify and address any vulnerabilities.

All our data is held securely in data centers which are certified under renowned, leading information security standards. We have established globally standardized processes for data protection, which are periodically reviewed to maintain effectiveness and adapt to any changes in legal requirements. Our processes are designed to fulfill obligations under all applicable laws, even those that are geospecific. This commitment to legal compliance

is underpinned by an extensive logging system that records all activities within our systems. In 2024, Forto conducted an extensive risk assessment, including feedback from numerous technical stakeholders at Forto as well as the Information Security Steering Committee. Different types of risks, such as those of natural disasters, corporate espionage, attacks on supply chains, and data security were thoroughly investigated and ranked, based on their likelihood and the severity of impact. Overall, no items were identified as being critical-risk and seven items were identified as being high-risk. These are now being addressed through various mitigation measures.



As every year, we have conducted an annual comprehensive data protection compliance assessment, led by our dedicated data protection unit, to ensure our data handling practices respect user privacy and comply with all regulatory requirements. This commitment extends to our employees, who are contractually obliged to maintain confidentiality, even beyond termination of the employment relationship with Forto, and receive regular training on data security to foster a culture of vigilance and awareness.

Additionally, we have a variety of policies and regular training covering information security, global data protection, retention and archival, and the usage of personal devices in the work context. We also have guidelines in place to help employees navigate through the proper and secure usage of AI-enhanced tools, including GenAI.

In 2024, due to an attack on our supply chain, there was a breach of Forto's legacy infrastructure which resulted in a breach of confidentiality of some historical data, the latest dating back to



2020. Forto immediately notified all affected parties, reported the breach to supervisory bodies and law enforcement and transparently collaborated with them throughout the course of their investigations. In addition to implementing immediate first-response measures to mitigate the severity of the breach, Forto has also verified its effects by commissioning an

independent security consultancy to conduct a forensic investigation, which has resulted in a further implementation of new, and enhancement of existing, security measures and processes.

Public Engagement



Smart Freight Centre

Forto is active in multiple industry-related organizations to jointly exchange on and advocate for our interests towards external stakeholders:

- **Smart Freight Centre (SFC)**
- **Bundesvereinigung Logistik (BVL)**
- **Leaders for Climate Action (LFCA)**

Forto is a member of the [Smart Freight Centre \(SFC\)](#), a global non-profit organisation dedicated to minimizing the emission impact of freight transportation worldwide. The organization aims to engage the global logistics community, including its members and partners, in monitoring and reducing greenhouse gas emissions to align with 1.5C climate targets.

In April 2024, during the Smart Freight Week in Amsterdam, major industry stakeholders gathered to exchange best practices, explore the latest sustainability advancements, and seek collaboration opportunities.

Supplier Relations



Next to our digital platform, supplier relationships are key to Forto's operations. We build and maintain a diverse supplier network of various transport and geographical partners. Transport partners include carriers, airlines, rail and trucking companies. Our geographical partners function as agents in countries where we do not have active operations.

This global network of transport partners enables us to offer extensive, reliable logistics services to our customers. Forto has thorough screening processes for potential new partners, including checking for sanctions and compliance violations and ensuring they hold relevant and up-to-date licenses. This vetting process helps us maintain

a high standard of service and identify potential risks. Before we finalize a partnership contract, we conduct trial shipments with potential new partners. This gives us firsthand experience of their service quality and reliability.

We also have a Code of Conduct for Business Partners that all our partners must sign and adhere

to. The Code of Conduct also includes sustainability requirements. Additionally, we integrate social and environmental clauses into supplier contracts where needed. We believe in providing exceptional service to our customers in a socially responsible and environmentally conscious way.

Letter from the Sustainability Team

Dear Reader,

Whether you are an employee, investor, partner, customer, or simply interested in Forto and/or sustainability: Thank you for taking the time to get informed on Forto's sustainability actions. It was a pleasure to share details on what we have initiated and achieved in 2024.

Yes, we live in challenging times and there will be equally challenging times ahead of us, but we find comfort in knowing that we are all sitting in the same boat, weathering these storms together.

2025 will be another year filled with sustainability milestones. Forto will further upgrade its sustainable logistics offering, enhance its sustainability actions beyond climate, and collect and disclose more sustainability data than ever before. We strive to learn something new every day, inspire others and be inspired. We are ready to take bold actions, course correct when presented with new facts, and grow as individuals, as teams, as a company, and as an industry.

Thank you for being part of our sustainability journey so far and in the future. We could not (and would not want to) do it without you.

Your Forto Sustainability Team

P.S.: If you would like to share any feedback or ideas with us, or if you want to connect with Forto on sustainability matters, please reach out via sustainability@forto.com. We are always happy to hear from you.



Imprint

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by its Managing Director Guillaume Petit-Perrin with sole power of representation.

The Chairman of the Administrative Board of Forto SE is Michael Wax.

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