

Forto Sustainability Report 2025

We drive sustainable transformation
#fortomorrow



May 2026



Thoughts from our CEO

2025 was my first year as the CEO of Forto. Viewing the company through the lens of this new role, I saw exactly how the strength of Forto's culture and the commitment of our teams proved essential in navigating a complex and often uncertain operating environment. This foundation has been central to our ability to continue advancing our sustainability agenda while supporting our customers through ongoing economic, regulatory, and geopolitical challenges.

Over the past year, we focused on translating sustainability ambition into tangible progress. We integrated our sustainability products directly into our customer-facing platform SHIP, enabling customers to easily and independently select emission-reduction options across their logistics decisions. Additionally,

Forto achieved an improved EcoVadis Silver rating, reflecting continued efforts to strengthen policies, governance, and sustainability management practices.

Internally, we launched an initiative dedicated to fostering a safe and inclusive space for the queer community at Forto and expanded our network of sustainability ambassadors across departments, reinforcing shared ownership of sustainability throughout the organization. We also extended the scope of our equity programme so it benefits 100% of our employees, creating broad-based alignment between stakeholders regardless of their seniority or geographic location.

Global trade is a powerful engine for economic growth, connecting communities, opening markets, and

driving prosperity around the world. As a logistics provider, we are proud to facilitate this vital exchange, but we also believe that global progress should not come at the expense of the planet. For Forto, building a sustainable supply chain means achieving both. In practical terms, we anchor our progress in robust data, clear governance, efficient and simplified processes, and alignment with global standards.

As we look to the future, we will continue to embed sustainability into every aspect of our operations as we support 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 logistics, with verified emission-reduction options. Leading manufacturers and e-commerce firms are among Forto's 2,500 digitally-focused supply chain customers.



Founded in
2016



2500+
Customers



14
offices in 7 locations
including Asia



Berlin
Headquarter



400+
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 2025 journey, achievements, and commitments towards driving sustainable transformation #fortomorrow.



81,412 t

CO2e Total emissions in 2025



40%

of our customers take climate action with us



18,981 kg

of waste recovered



< 1%

Adjusted gender pay gap



38%

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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01

Our Approach

Sustainability is our joint responsibility,
not a choice.



Sustainability is our Purpose

The escalating climate crisis demands urgent attention. 2024 was confirmed to be the warmest year on record globally (going back to 1850), and the first calendar year that the global average temperature exceeded 1.5°C above its pre-industrial level - a seemingly modest rise with profound implications for our planet's future. This situation demands collective action to combat 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.

The 2023 IPCC report underscores the accelerating pace of climate change, emphasizing the transportation

A large graphic of the number 8 followed by a percentage sign, representing 8%.

**of global greenhouse gas emissions
come from freight transport.**

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 effective, 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 2025 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.

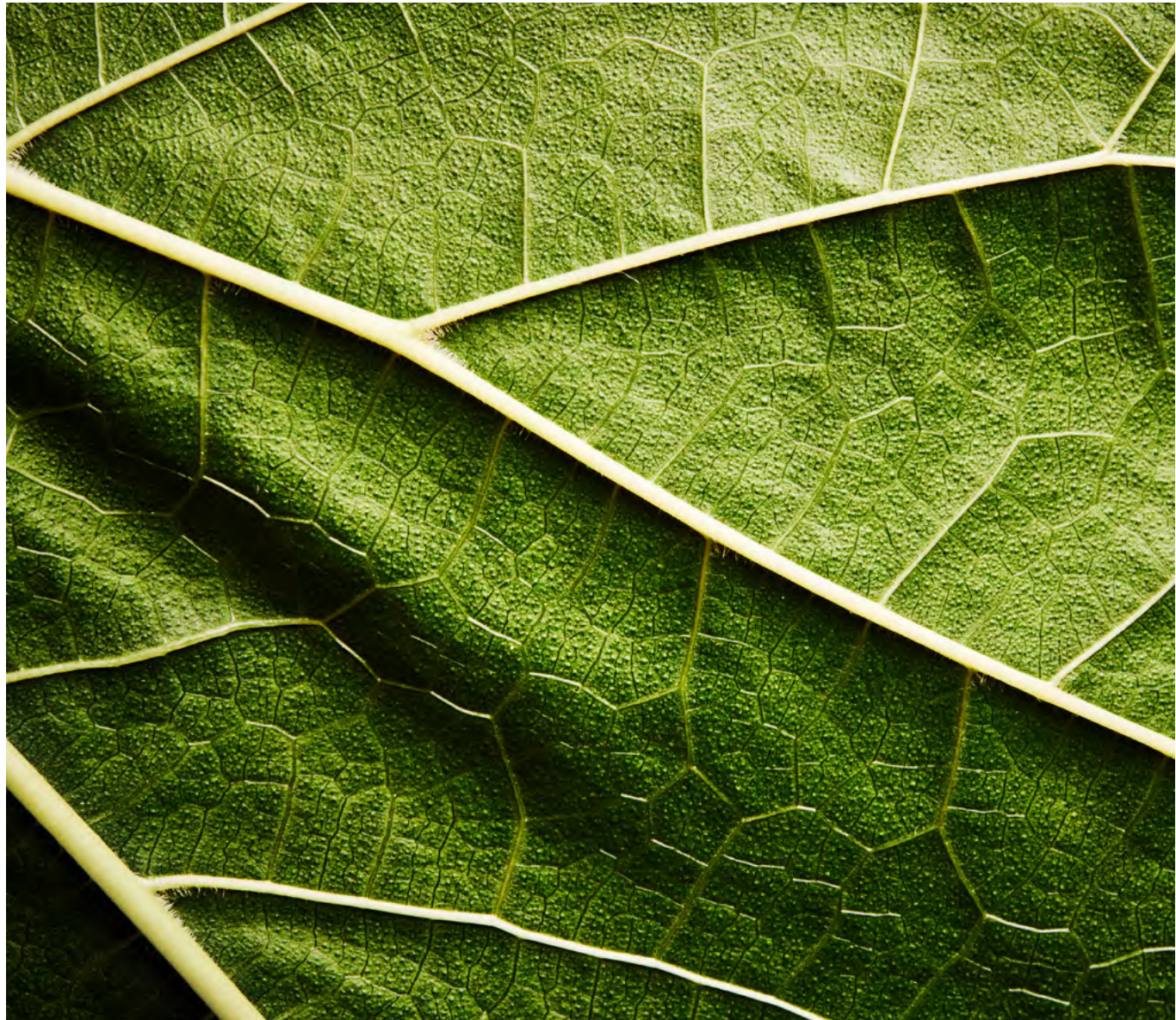


Paris Agreement

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.

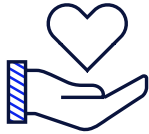
From Responsibility to Action

Forto integrates documented environmental and social criteria into our core logistics operations. We implement measurable actions to reduce the carbon intensity of global supply chains and improve social standards within our network. By providing transparent data and verified emission reduction transport options, we enable our partners to meet their specific climate targets through collective action.



Sustainability Objectives in 2025

1

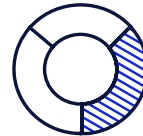


We foster community, collaboration and culture at Forto through our environmental, social, and governance (ESG) programs.

Launched an internal initiative to foster a safe and inclusive space for the LGBTQ+ community at Forto, through awareness workshops, and speaker events.

Expanded Forto's Virtual Stock Option Program (VSOP) to all employees, strengthening long-term ownership and alignment across the company.

2

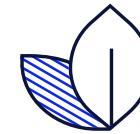


We enable informed decisions and actionability for Forto and its customers through comprehensive, accurate, and accessible sustainability data.

Advanced our governance framework through the rollout of a Global Human Rights & Anti-Discrimination Policy, reinforcing accountability across the organization

EcoVadis rating improved to Silver, through additional policy implementation, expanded sustainability reporting, and strengthened management systems.

3



We grow Forto's business by positioning Forto as a trusted, attractive, and comprehensive logistics partner for emission reduction transport solutions.

Integrated emission reduction transport solutions in SHIP allowing customers to independently book biofuel-based emission reduction options.

Created comprehensive materials to inform stakeholders on Forto's emission reduction fuel offering



Promise to our Customers



Enhance Transparency

We offer access to emissions data, empowering our customers with the knowledge to make informed decisions.



Improve Emissions Performance

We provide emission reduction opportunities for all transport services, enabling our customers to apply these solutions within their 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.

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 below sub targets.

Target Year	Scope	Target	Gross Emissions (t CO ₂ e)				% Change
			Base Year (2021)	Current Year (2025)	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	307	179	0%	-42%
	3 (maritime transport)	Forto also commits to reduce absolute well-to-wake scope 3 GHG emissions from subcontracted container shipping operations 35.6% within the same timeframe.	166,490	67,388	107,220	-60%	0%
	3 (remaining activities)	Forto finally commits to reduce all other absolute scope 3 emissions by 42% within the same timeframe.	21,588	13,672	12,521	-37%	-8%
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	81,367	18,839	-57%	-77%

Table 1: Forto's validated science-based targets

Our Approach

Planet

People

Processes



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

2030

2050

Base Year

Near Term Target

Long Term Target



**SCIENCE
BASED
TARGETS**

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**THE NET
ZERO
STANDARD**

APPROVED NET-ZERO TARGETS

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.



The key lever for reaching our scope 1 & 2 target is our [electric fleet strategy](#) and ensuring that renewable electricity is procured in all locations. As 96% 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 less emission intensive. We are reducing emissions

here primarily by using [alternative 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. For rail transport, we rely on renewable electricity to cut emissions. In road transport, we currently use second-generation

biofuels, 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 a [book-and-claim principle](#)*, adhering to the one-atmosphere approach.

*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 due to biofuels.

EcoVadis Silver 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 2025, Forto was awarded a Silver EcoVadis Medal*, placing the company among the top 9% of all companies assessed and, within the transport industry, among the top 3%. In the Environment category, Forto ranked in the top 1% of transport-related companies. This was a significant achievement considering that EcoVadis aggravated their requirements for achieving Medals from 2023 to 2024 (a Silver Medal has been awarded to Top 25% of companies in 2023,

compared to Top 15% as of 2024). Forto's performance improved both on the score and on the percentile dimension from 2024 to 2025. Forto is committed to continuously improving its sustainability management system and to driving transparency across the entire 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 increased our renewable electricity usage, and implemented the Global Human Rights & Anti-Discrimination Policy.

*Forto was awarded the EcoVadis Silver Medal in 2025 and held the medal throughout the duration of the year. Following the most recent EcoVadis assessment, Forto was awarded a Bronze EcoVadis Medal for 2026, placing us among the top 16% of all participating companies.



02



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 impactful 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 included. 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 working from home and commuting emissions of employees 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 (2025, V3.2) 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 as well as satellite distance tracking (AIS) 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

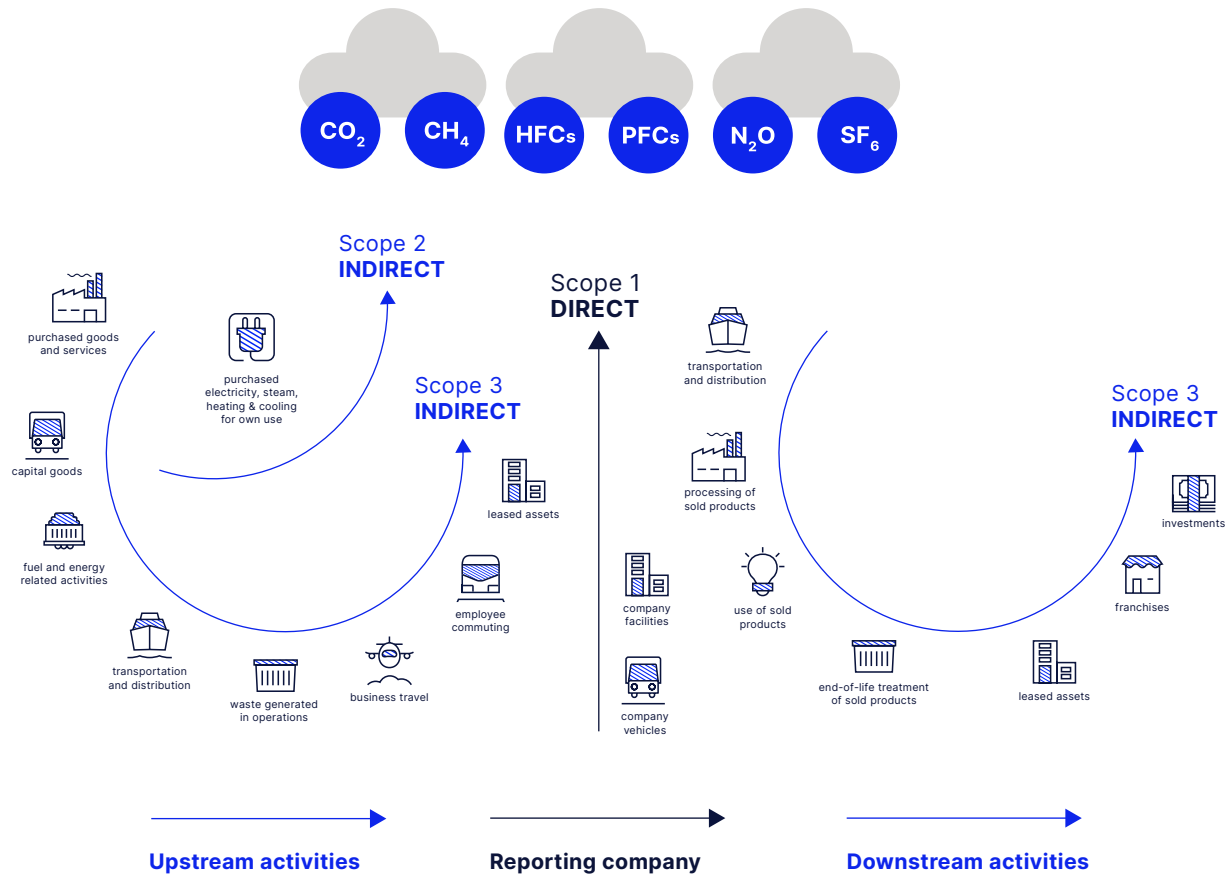
Find here a detailed overview of Forto's emissions, including historic values for comparison in accordance with the Greenhouse Gas Protocol. Historic values are subject to restatement.

all emissions are in t CO ₂ e	2025		2024		2023		2022		2021 (Base Year)	
	Absolute	%	Absolute	%	Absolute	%	Absolute	%	Absolute	%
Scope 1										
Total Scope 1	125	0.2%	303	0.2%	322	0.2%	161	0.1%	260	0.1%
Heating & Facility Fuel Use	16	0.0%	45	0.0%	34	0.0%	40	0.0%	38	0.0%
Mobile Combustion	109	0.1%	258	0.2%	288	0.2%	121	0.1%	222	0.1%
Scope 2										
Total Scope 2 (market based)	183	0.2%	132	0.1%	48	0.0%	50	0.0%	48	0.0%
Total Scope 2 (location based)	229	0.3%	149	0.1%	113	0.1%	125	0.1%	-	-
District Heating	114	0.1%	69	0.1%	21	0.0%	27	0.0%	11	0.0%
Electricity (market based)	68	0.1%	63	0.0%	27	0.0%	23	0.0%	37	0.0%
Electricity (location based)	114	0.1%	80	0.1%	92	0.1%	98	0.0%	-	-
Scope 3										
Total Scope 3	81,059	99.6%	132,697	99.7%	153,571	99.8%	205,177	99.9%	188,077	99.8%
1 Purchased Goods & Services	1,501	1.8%	2,375	1.8%	2,069	1.3%	3,943	1.9%	1,719	0.9%
2 Capital Goods	24	0.0%	237	0.2%	239	0.2%	-	-	709	0.4%
3 Fuel & Energy- Related Activities	30	0.0%	67	0.1%	78	0.1%	100	0.0%	72	0.0%
4 Upstream Transportation & Distribution (WtW)	78,467	96.4%	129,052	96.9%	150,188	97.6%	200,338	97.5%	184,660	98.0%
5 Waste Generated in Operations	3	0.0%	1	0.0%	2	0.0%	2	0.0%	9	0.0%
6 Business Travel	534	0.7%	508	0.4%	649	0.4%	420	0.2%	408	0.2%
7 Employee Commuting	193	0.2%	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	308	0.4%	185	0.1%	-	-	-	-	4	0.0%
14 Franchises	-	-	-	-	-	-	-	-	-	-
15 Investments	-	-	-	-	-	-	-	-	-	-
Total Gross GHG Emissions										
Total Gross Emissions (market based)	81,366	100.0%	133,132	100.0%	153,942	100.0%	205,387	100.0%	188,385	100.0%
Total Gross Emissions (location based)	81,412	100.0%	133,149	100.0%	154,006	100.0%	205,463	100.0%	-	-
Emission Insetting Activities										
4 Upstream Transportation & Distribution via Biofuels	1,352	1.7%	3,080	2.3%	2,276	1.5%	1,021	0.5%	0	0.0%
4 Upstream Transportation & Distribution via Renewable Energy	9	0.0%	12	0.0%	764	0.5%	464	0.2%	711	0.4%
6 Business Travel via SAFc	31	0.0%	41	0.0%	-	-	-	-	-	-
Total Net GHG Emissions (incl. Insetting)										
Total Net Market Based Emissions	79,974	98.3%	129,998	97.6%	150,902	98.0%	203,902	99.3%	187,674	99.6%
Total Net Location Based Emissions	80,020	98.3%	130,015	97.6%	150,967	98.0%	203,978	99.3%	-	-
Emission Offsetting Activities										
Emissions addressed via Offsetting	0	0.0%	8,326	6.3%	48,252	31.3%	52,978	25.8%	41,548	22.1%

Table 2:
Forto's greenhouse gas emissions in CO₂e
Subject to restatement

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 2025, Forto's transport emissions made up 96% 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.

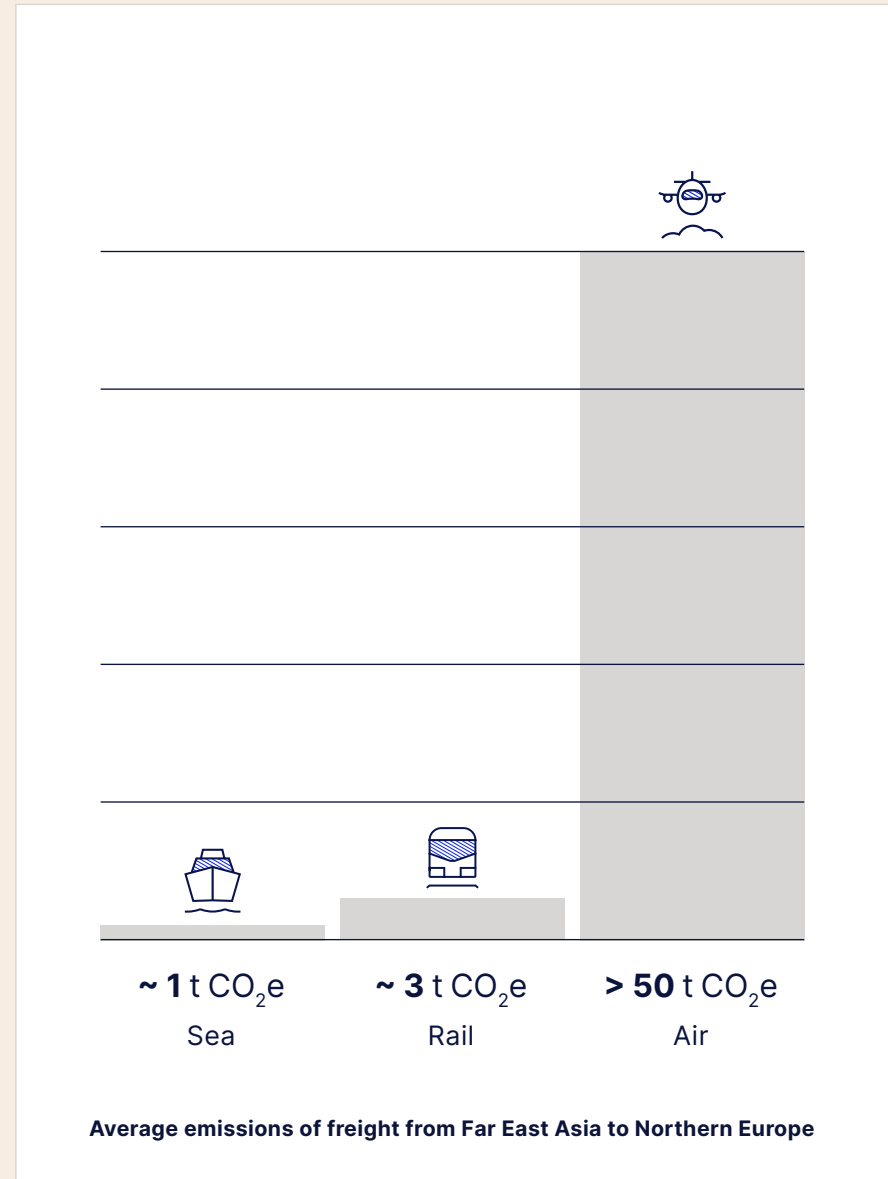
While the exact difference in emissions between the transport modes depends on a variety of factors like fuel, age and capacity of the vessel, distance

96%

of Forto's total emissions were transport emissions.

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.



Non-Transport Emissions

31 t

CO2e related to business travel were mitigated by Forto in 2025

Forto’s remaining emissions are relatively low—a reflection of our digital-first model 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 office coffee machines are stocked solely with oat milk.

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. In 2025, Forto mitigated 31 t CO2e.

The third largest source of non-transport emissions is our employee’s commute to work. Among survey respondents, the majority commute by car or motorcycle (55.2%), followed by walking or biking (16.5%) and public transport (11.0%),

while 17.4% 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. 101 employees make use of this. Additionally, 26 employees currently lease their bikes through Forto.

*Percentages are based on respondents with a declared commuting mode; responses classified as ‘unknown’ or ‘other’ are excluded.





Work Environment



Forto has 14 office locations in 7 different countries, with our headquarters in Berlin, Germany. All office space is either leased or rented. Our global procurement policy to ensure 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. In 2025, our Berlin headquarters has been awarded the **WELL Gold Certification**, a building standard that evaluates and certifies how well indoor spaces

support human health and well-being. 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 2.3t CO2e and 24,544l of water in 2025. 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 2025, at least 42% of our procured electricity came from renewable energy sources. The general increase in electricity consumption stems from the electrification of our [company 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 below figures only relate to space actively used by Forto, not to space subrented to other companies.

Utility	2025	2024	2023	2022
Electricity (kWh)	262,257	355,918	257,765	234,338
Renewable Electricity (kWh)	109,515	172,244	158,179	179,884
Non-renewable Electricity (kWh)	152,742	183,674	99,586	54,454
Heating (kWh)	495,646	359,169	263,281	311,339
District Heating (kWh)	408,216	246,029	75,055	94,796
Natural Gas (kWh)	87,430	113,140	188,226	216,543
Water (mL)	1.23	1.02	1.00	0.91
Waste Generated (t)	122.90	101.23	99.91	98.74
Household (t)	122.90	101.23	99.91	98.74
Hazardous / radioactive (t)	0	0	0	0
Waste Recovered in Own Operations (t)	0	0	0	0

Table 3: Utility consumption

Subject to restatement



Company Car Fleet

Forto has a medium size fleet of company cars for our commercial division and executives. 34% of Forto's fleet consists of electric vehicles, compared to 28% in 2024. 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 by 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	2025		2024		2023	
	Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
Total Fleet	57	100%	67	100%	86	100%
Combustion Engine	31	54%	31	46%	49	57%
Hybrid	5	9%	17	25%	25	29%
Electric	21	37%	19	28%	12	14%

Table 4: Forto's fleet per type of engine

Subject to restatement

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 2025, 40% of Forto's customers used our emission reduction 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 of Forto's insetting and ocean plastic prevention products, including emission reduction- and plastic removal balances, are reviewed annually by an independent third party.



Transport Emissions Visibility

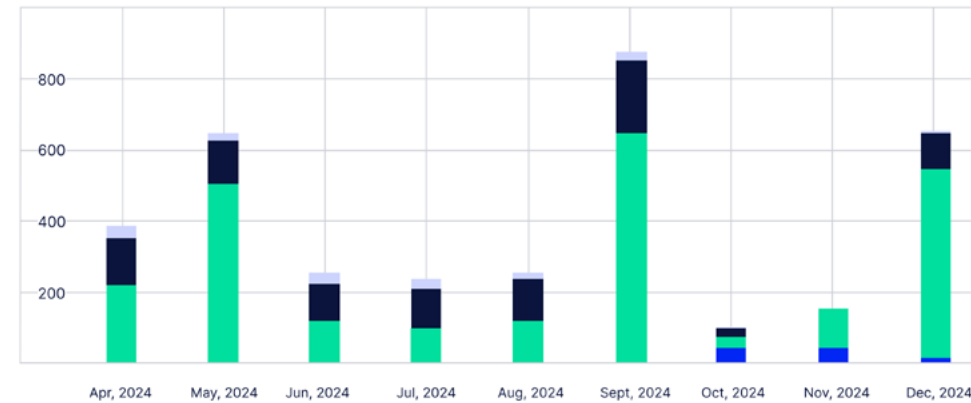
Since 2021, providing visibility on emissions to customers has been a key aspect of our logistics services. For our clients, understanding and managing their supply chain's greenhouse gas emissions is essential for making more sustainable choices. With Forto, they receive insights into the emissions 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 helping them to easily identify emission hotspots, report on their sustainability KPIs, and explore emission-reduction 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

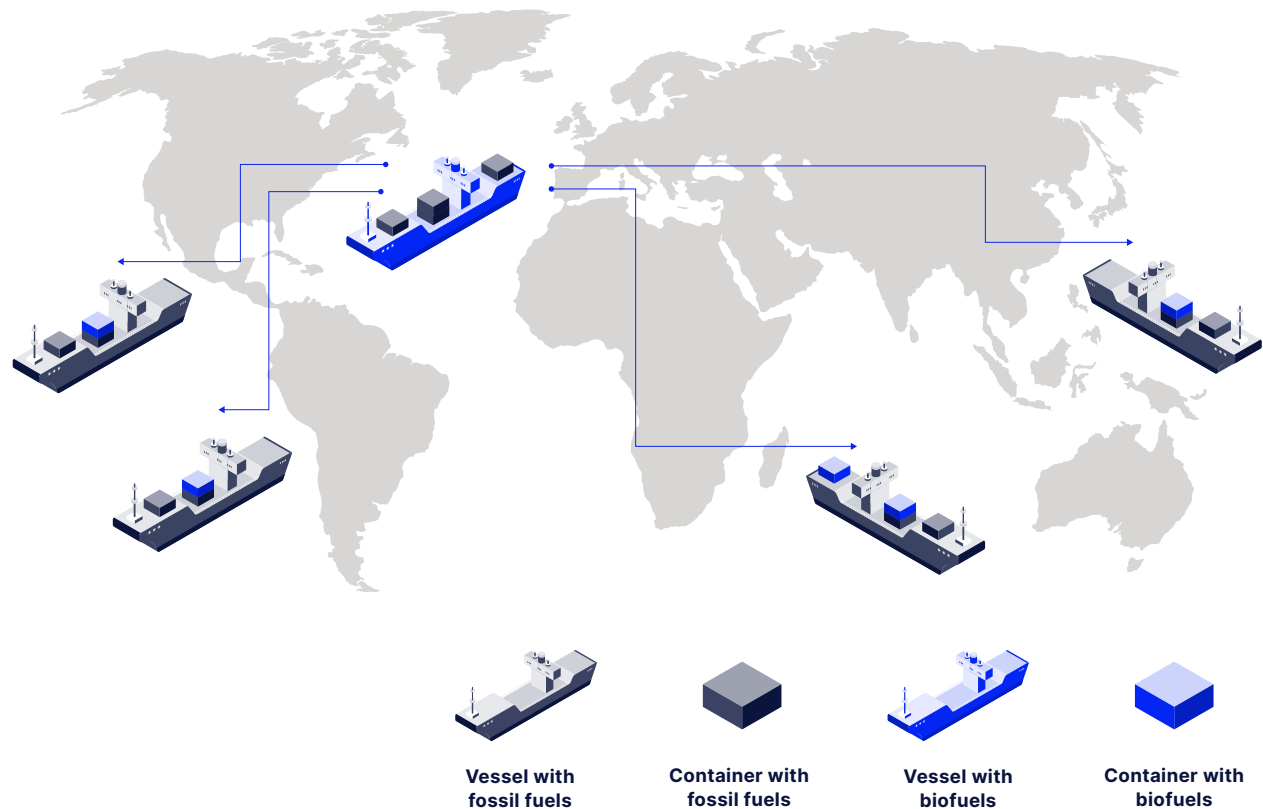
Reducing greenhouse gas emissions is necessary to halt the climate emergency we are facing. At the moment, biofuel is the only solution available at scale to effectively reduce long distance main-carriage sea and air freight transport emissions. Forto additionally collaborates with rail transport providers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

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 & 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.

How Book & Claim Works

Book & Claim is a chain-of-custody model designed to accelerate decarbonization by decoupling physical cargo movement from the environmental attributes of alternative fuels. Under this model, companies “book” a specific quantity of alternative fuel into the global transport system and “claim” the resulting emission reductions, regardless of whether that fuel is physically used in their specific shipments. By separating the environmental benefits from the physical molecules, the Book & Claim approach enables the global scaling of emission reductions even where local infrastructure, such as biofuel bunkering stations, is not yet available. The map below illustrates how this decoupling facilitates a more flexible and efficient maritime energy transition.



The same principle applies to air cargo with biofuels (so-called SAF), as well as barge-, road-, and rail cargo

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 solutions that accelerate the adoption of cleaner fuels. The approach of different levels of emission reductions empowers customers to align their contributions with business goals through manageable steps.

In 2025, Forto and its customers achieved a calculated emission reduction of 1,352t CO₂e through biofuel-based insetting, applied via the book-and-claim.

Ocean biofuels represent a promising 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 low-emission logistics sector.

1,352t

CO₂e reduced with transports shipped with biofuel in 2025

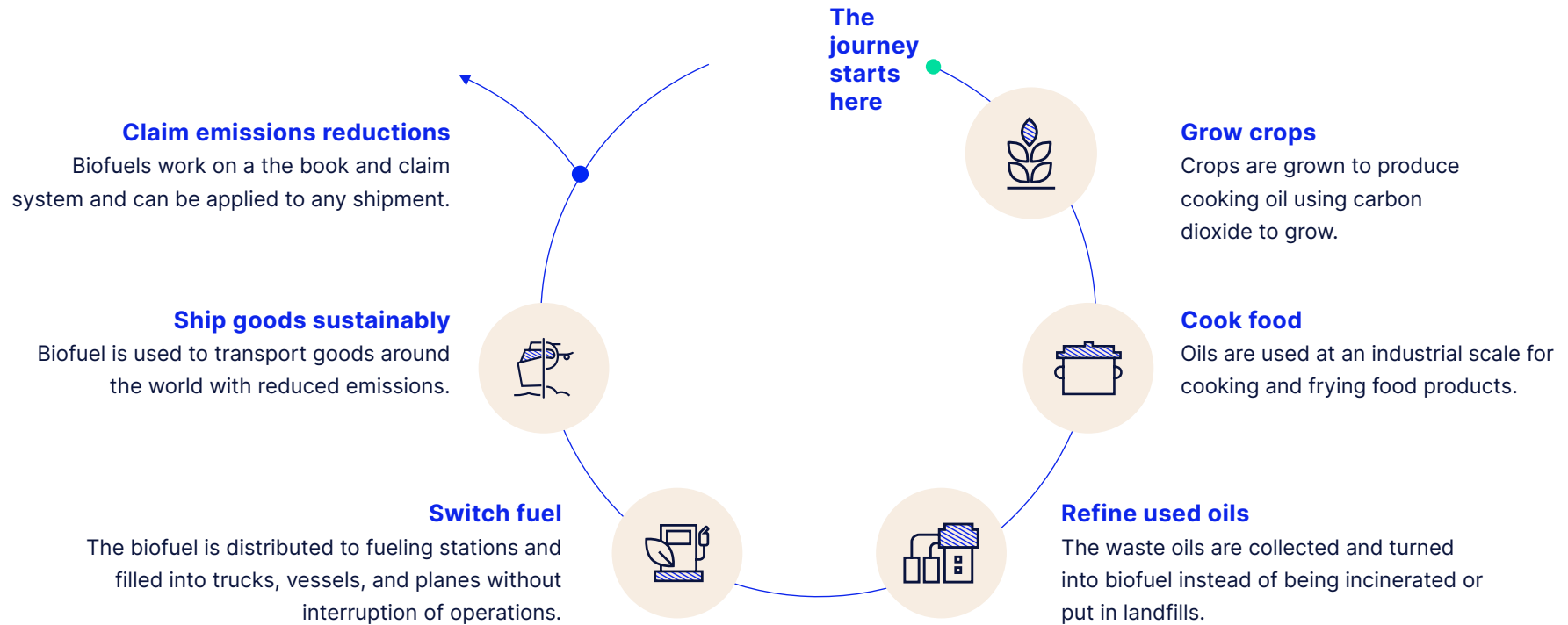


“By introducing its new sustainability service Insetting Light, Forto offers a convenient solution to improve the sustainability in our logistics operations. We at Interpneu are proud to be reducing the emissions from our transports from Asia to Europe of our truck tires, and also to be contributing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

said Robin Brucke, Head of Product Group Management Commercial at Interpneu.

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.



Ocean Plastic Prevention

18,981

Kilograms of waste that Plastic Fischer recovered and processed for Forto and our customers In 2025.

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 clients, and as stakeholders of the ocean, this initiative helps us tackle its pollution.

Our partner Plastic Fischer operates at the Citarum River, one of the world’s most polluted, near Bandung, Indonesia, where many of our customers’ factories are located. By financially supporting their project 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 2025, Plastic Fischer recovered and processed close to 18,981 kilograms of waste for Forto and our clients.

Case-study

Supply Chain Sustainability:
How Forto Differentiated in a Competitive Logistics Market with Plastic Fischer.



Global Plastic Pollution

There are an estimated 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.

03



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 2025, no discrimination complaints were raised or confirmed through Forto's internal reporting and review processes.

Gender Diversity

Our commitment to fostering an inclusive environment goes beyond policy. By fostering gender diversity, we don't just elevate individual voices, we amplify the collective power of our organization to tackle challenges with creativity and insight.

		2025		2024		2023		2022	
		Absolute	%	Absolute	%	Absolute	%	Absolute	%
All Employees	Female	173	43.70%	254	42.7%	278	42.4%	339	43.4%
	Male	222	56.00%	340	57.1%	375	57.3%	440	56.4%
	Non-binary	1	0.30%	1	0.2%	2	0.3%	2	0.3%
	Other or prefer not to say	0	0.00%	0	0.0%	0	0.0%	0	0.0%
Leadership (team lead and up)	Female	37	38.40%	49	35.5%	64	36.4%	68	32.8%
	Male	59	61.60%	89	64.5%	113	63.6%	140	67.2%
	Non-binary	0	0.00%	0	0.0%	0	0.0%	0	0.0%
	Other or prefer not to say	0	0.00%	0	0.0%	0	0.0%	0	0.0%
Executive Leadership Team	Female	1	33.30%	1	16.7%	0	0.0%	1	11.1%
	Male	2	66.70%	5	83.3%	8	100.0%	8	88.9%
	Non-binary	0	0.00%	0	0.0%	0	0.0%	0	0.0%
	Other or prefer not to say	0	0.00%	0	0.0%	0	0.0%	0	0.0%

Table 5: Gender distribution of Forto employees across different levels

Subject to restatement

Our Approach

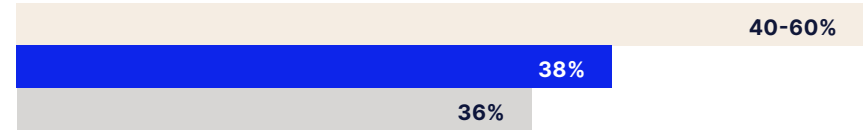
Forto has multiple targets to foster a wide representation of people of all genders within our organization. Female representation is especially important to us, as the average female representation in both tech and logistics companies is between 20% - 22%. Although the target year is 2025 for all targets, Forto is committed to maintain these in future years as well.

Planet

People

Processes

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. At Forto, we strive to maintain a workforce that reflects diverse age groups and career stages. We monitor age distribution across departments and seniority levels to ensure balanced representation and to identify potential gaps in inclusion or progression.

		2025		2024		2023		2022	
		Absolute	%	Absolute	%	Absolute	%	Absolute	%
All Employees	< 30	86	21.7%	157	26.4%	190	29.0%	267	34.1%
	30 - 50	294	74.2%	417	70.1%	434	66.2%	484	61.9%
	> 50	15	3.8%	21	3.5%	31	4.7%	28	3.6%
	Unknown	1	0.3%	0	0.0%	1	0.2%	3	0.4%
Leadership (team lead and up)	< 30	5	5.3%	12	8.7%	15	8.5%	23	11.1%
	30 - 50	80	84.2%	113	81.9%	144	81.4%	167	80.3%
	> 50	10	10.5%	13	9.4%	17	9.6%	17	8.2%
	Unknown	0	0.0%	0	0.0%	1	0.6%	1	0.5%
Executive Leadership Team	< 30	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	30 - 50	2	66.7%	6	100.0%	7	87.5%	6	66.7%
	> 50	1	33.3%	0	0.0%	1	12.5%	3	33.3%
	Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Table 6: Age distribution of Forto employees across different levels

Subject to restatement

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.

At Forto, we strive to remove bias from our recruitment processes: 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. This commitment is reflected in a recruitment process designed to minimize bias at every step: we do not

collect demographic information such as ethnicity, gender, or age; interviews follow a standardized structure to promote fairness and objectivity; decisions incorporate multiple perspectives; and interview feedback must be submitted immediately and independently, ensuring that colleagues' input is only visible once all assessments are complete.

In 2025, we continued applying 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. At Forto, this approach is applied on a case-by-case basis, for roles from lead level upward, depending

on the team's overall composition, to support fair and unbiased hiring decisions and improve gender balance. 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



“One of Forto’s greatest strengths is its unique company culture and the open cross-departmental exchange. While it’s natural for culture to evolve during times of change, it’s important to actively protect and strengthen this core essence. Leadership should continue to enable and encourage collaboration and cultural values at all levels, ensuring that these qualities remain central as the company grows and adapts.”

- Forto’s employee



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 11 Sustainability Ambassadors who take on this additional role to function as a connector between their team (e.g. Sales, Operations, Finance, Engineering, etc..) 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 neurodivergent roundtables, to team outings and pizza nights 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. 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 2025, Forto participated for the fourth 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!



Queerties

The Queerties (Queer + Forties), created in 2025, is a community space for queer colleagues and allies to connect, learn, and feel supported. The group brings people together, through quarterly meet-ups, to share stories, explore queer history, and celebrate identity in all its forms. In 2025, these sessions included a workshop on gender and pronouns and a speaker event with the Queer Commissioner of Berlin on why Pride is still relevant today. Our meet-ups are open to everyone, regardless of gender, and offer a space to listen, learn from one another, and build a more inclusive workplace.



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.



Movember

This year, colleagues came together to take part in Movember, creating a dedicated channel to share their journey and support one another. Participation took many forms, from growing a mustache to moving 60 km during the month, to supporting each other through donations. Together, the group set a goal to raise €1,000 for the Movember Foundation, a target they not only reached but also surpassed. The initiative created a supportive space where colleagues encouraged each other, shared progress, and helped raise awareness around men's mental and physical health.

Feedback in all Directions



Open communication and constructive feedback are central to daily interactions at Forto. We regularly gather quantitative and qualitative input from employees through different channels, including surveys, discussions, and direct feedback to leaders. This helps us understand how our people experience their work, what they value, and where improvements are needed. Leadership teams, supported by the People Team, use this feedback to identify key

themes, engage with employees on their ideas and concerns, and develop actions that support a better work experience for everyone. Creating space for meaningful dialogue remains a key part of how we aim to continuously improve our workplace. 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 conducted 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 2025. 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 allocates a dedicated learning budget, partly managed centrally by the Learning & Development team and partly distributed across divisions for individual use. In 2025, a strong focus was placed on strengthening leadership capabilities across the organization. We launched a Senior Leadership Community, creating a space for leaders to connect, exchange experiences, receive early updates, and respond more proactively to business developments. In parallel,

senior leaders benefited from external coaching and tailored training, including extensive one-to-one coaching sessions designed to address individual development needs. To support the next generation of leaders, we also introduced the Emerging Leaders Program for first-time and mid-level leaders. Delivered by an external coach in two small cohorts of 12 participants each, the program ensured an interactive and personalized learning environment, equipping participants with the skills and confidence to lead their teams in line with Forto's leadership standards.

Fair Compensation and Benefits

Compensation

Forto is committed to provide 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 inform all compensation decisions at Forto and ensure 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 company'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.

Forto's compensation philosophy prioritises long-term equity participation over individual short-term cash bonuses. Dedicated variable bonus schemes exist for Commercial, Operations, and Trade roles, where performance is assessed against both financial and sustainability KPIs. 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 2025, sustainability performance affected compensation for 40% of employees.

Fairness and transparency matters 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.

Building the backbone of global trade and making shipping products as easy as sending emails is a marathon, not a sprint. Consequently, we want to align compensation with our long-term vision. Over the past few years, we have steadily expanded equity participation through our Virtual Stock Option Program (VSOP), increasing the share of employees with ownership from 20% in 2021 to 40% in 2024, and finally reaching 100% in 2025. This ensures that every Forto employee now has a direct stake in our success, not just as a contributor, but as an owner. This milestone places Forto among the top 5% of companies globally for equity compensation.

Benefits

At Forto, we recognize that employee benefits are a vital part of our commitment to our employees. We are offering 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 working culture. We offer flexible hours, hybrid, and remote work options, allowing up to four weeks of working abroad from various countries per year. In 2025, employees can work from an office at least 6 days per month, the remaining days they are able to work remotely within their home country. However, starting in 2026,

the company plans to transition to a minimum of two office days per week to strengthen engagement and foster a renewed entrepreneurial spirit.

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 expectant or new parents can devote themselves fully to their new baby.

Our offices contain a large variety of vegetarian and vegan snacks and drinks for employees to enjoy. We also host regular company

parties and team events to foster connection and collaboration.

Forto has partnered with Nilo Health, a comprehensive mental well-being platform. The content includes self-guided learning programs, an extensive resource library as well as roundtables. Additionally, employees can book up to ten fully confidential sessions with a therapist, which are covered by Forto. 15% of our employees made use of the platform in 2025, compared to 13% in 2024.

We offer public transport subsidies to encourage lower emission commuting. In 2025, 101 Forto employees held a public transport ticket. In Germany, Forto also offers employees to lease a bike via Jobrad at a subsidized rate. 26 employees made use of this offering in 2025.



04



Processes

Continuously challenging the status quo.





Governance Structure

Board and Investors

Forto is owned by its founders and a variety of external investors. Among the co-founders (four men) are Forto's current Chairman, Michael Wax, and former CTO, Erik Muttersbach. 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 employees are provided with virtual stock option rights ("VSOP"). Previously aimed at a small number of senior leaders, the VSOP programme has since November 2025 been broadened to all Forto employees.

Forto's Administrative Board (the "**Board**") consists of six members (5 men, 1 woman), including one co-founder,

Michael Wax and the current Managing Director and CEO, Guillaume Petit-Perrin, 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.

Together with other committees, the Board also has: (i) a remuneration committee that discusses and recommends for Board approval certain promotions, salary and VSOP increases above a certain materiality threshold. The final approval is issued by the Board and (ii) an Audit committee that reviews the audit processes of the group in order to ensure the highest standard for

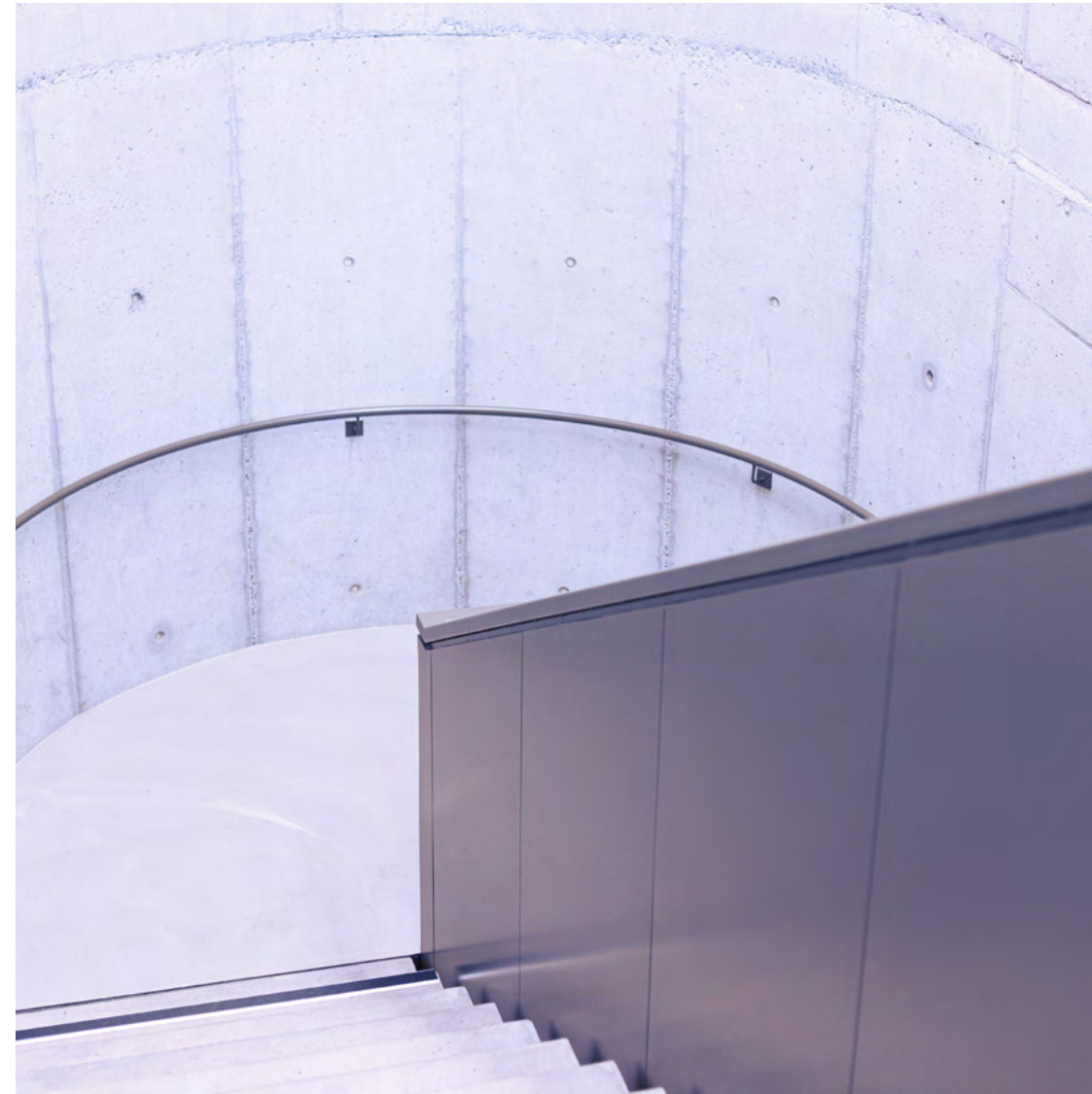
audits and risk management. Forto has a monthly investor reporting in place which provides visibility into the financial and operational performance. Forto goes through a rigorous Accounting close every month, and reports consolidated financials (as per IFRS Accounting standards) to its investors every month. Our commitment to transparency ensures all stakeholders are kept informed about Forto's performance and strategic direction. In addition, Forto provides relevant sustainability metrics to investors on an annual basis as part of its standard reporting cycle, and responds to additional data requests as needed. Investors collect this data from their portfolio companies to act in line with the Sustainable Finance Disclosure Regulation.

Internal Reporting

Forto's Executive Leadership Team (ELT) monitors internal KPIs on a weekly basis, with specific sustainability performance indicators reviewed on a monthly basis. In 2025, Forto's Vice President of Sea Freight Operations held a dedicated responsibility for sustainability, with the Sustainability Team reporting directly to this role. In early 2026, this governance structure evolved, and responsibility for sustainability oversight transitioned to the Director of Trade Management, who now holds this mandate.

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 [emission reduction options](#) and [Ocean Plastic Prevention](#) are third party reviewed.



Business Ethics

Forto's Chief Executive Officer (CEO), 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 Protection Officer, 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** ✓
- Global Human Rights & Anti-Discrimination 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 from Hinweisgeberschutzgesetz and GDPR perspective.

In 2025, the company launched its first whistleblowing training sessions. The sessions are delivered to employees on a target group risk-based approach, where high-risk groups receive annual refresher training and low-risk groups are trained every two years. All trainings

are led by the Legal & Compliance team through an instructor-led format. Our whistleblowing training equips participants with everything they need to report concerns confidently, including clear guidance on key terms and legal frameworks, practical real-life examples, detailed instructions on the reporting mechanisms and categories, and a strong affirmation of Forto's unwavering commitment to protect against retaliation

In 2025, Whistleblowing training was provided to over 181 employees

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 2025, 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 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 increasing our response time and reducing the opportunity for errors.

In 2025, our efforts focused on further embedding the commitments of Forto's Code of Conduct by establishing additional policies, updating the Code to reflect recent developments and strengthen the link between our Code and Forto's operating principles.

Furthermore, the company launched its first Anti-Bribery & Corruption training sessions. The sessions are delivered to employees on a target group risk-based

approach, where high-risk groups receive annual refresher training and low-risk groups are trained every two years. All trainings are led by the Legal & Compliance team through an instructor-led format. Our Anti-Bribery & Corruption training provides participants with a comprehensive toolkit to identify and respond to integrity risks. The curriculum covers essential definitions, legal frameworks, and real-life examples of red flags. Crucially, it details how

to report concerns confidentially and reinforces Forto's unwavering commitment to non-retaliation

In 2025, Anti-Bribery training was provided to over 225 employees. 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.

Global Human Rights & Anti-Discrimination Policy

Forto is committed to upholding human rights and fostering a workplace free from discrimination and harassment. We promote fair labor practices and strong safety standards across all operations, strictly prohibiting forced labor, child labor, and human trafficking while protecting employees' rights to freedom of association and collective bargaining.

Discrimination, harassment, retaliation, and any form of inappropriate conduct based on protected characteristics, including neurodivergence and

individual opinions, are not tolerated. We encourage reporting through our Whistleblowing tool or People Business Partners.

We strive to ensure a safe, healthy, and respectful work environment by complying with health and safety regulations, providing appropriate protective equipment, and offering mental health programs. Our policies apply globally to all employees and authorized representatives (including indirect relationships), ensuring that fundamental freedoms are respected

across all business activities and throughout our supply chain. These responsibilities extend beyond our internal operations. We have implemented a due diligence process to identify, prevent, and mitigate risks in line with internationally recognized frameworks, including the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and ILO Declarations. To embed these values into our culture, we conduct training programs and ongoing communication from our Legal & Compliance team.



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 located in Europe, all of 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.

Building on our established risk management framework, Forto conducted an annual review of our information security risks in 2025. This process involved updating our risk register to account for new and emerging threats in areas such as supply chain security and advanced AI attacks. The review resulted in the identification of eight high risks and one critical risk. We have prioritized the critical risk for immediate action, with mitigation measures currently in progress to downgrade its severity and likelihood. We've conducted an annual

comprehensive data protection compliance assessment 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 secrecy, even beyond termination of the employment relationship with Forto, and receive regular training on information security to foster a culture of vigilance and awareness.

In 2025, Forto finalized all remediation actions related to the legacy supply chain incident and shifted focus toward proactive defense. We strengthened our technical infrastructure by verifying our defenses with new penetration tests and deploying advanced solutions

for endpoint protection, cloud security posture management, and centralized secrets management. To address the risks of rapid innovation, we also updated our AI governance frameworks and provided specialized training to our Technology division on emerging threats. These improvements were supported by a renewed focus on compliance, meeting the new Luftfahrt-Bundesamt airfreight cybersecurity requirements and launching an organization-wide review of our information security policies to ensure they remain relevant.



Public Engagement

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)**

Smart Freight Centre

Forto is a member of the [Smart Freight Centre \(SFC\)](#), a global non-profit 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 1.5° climate targets.

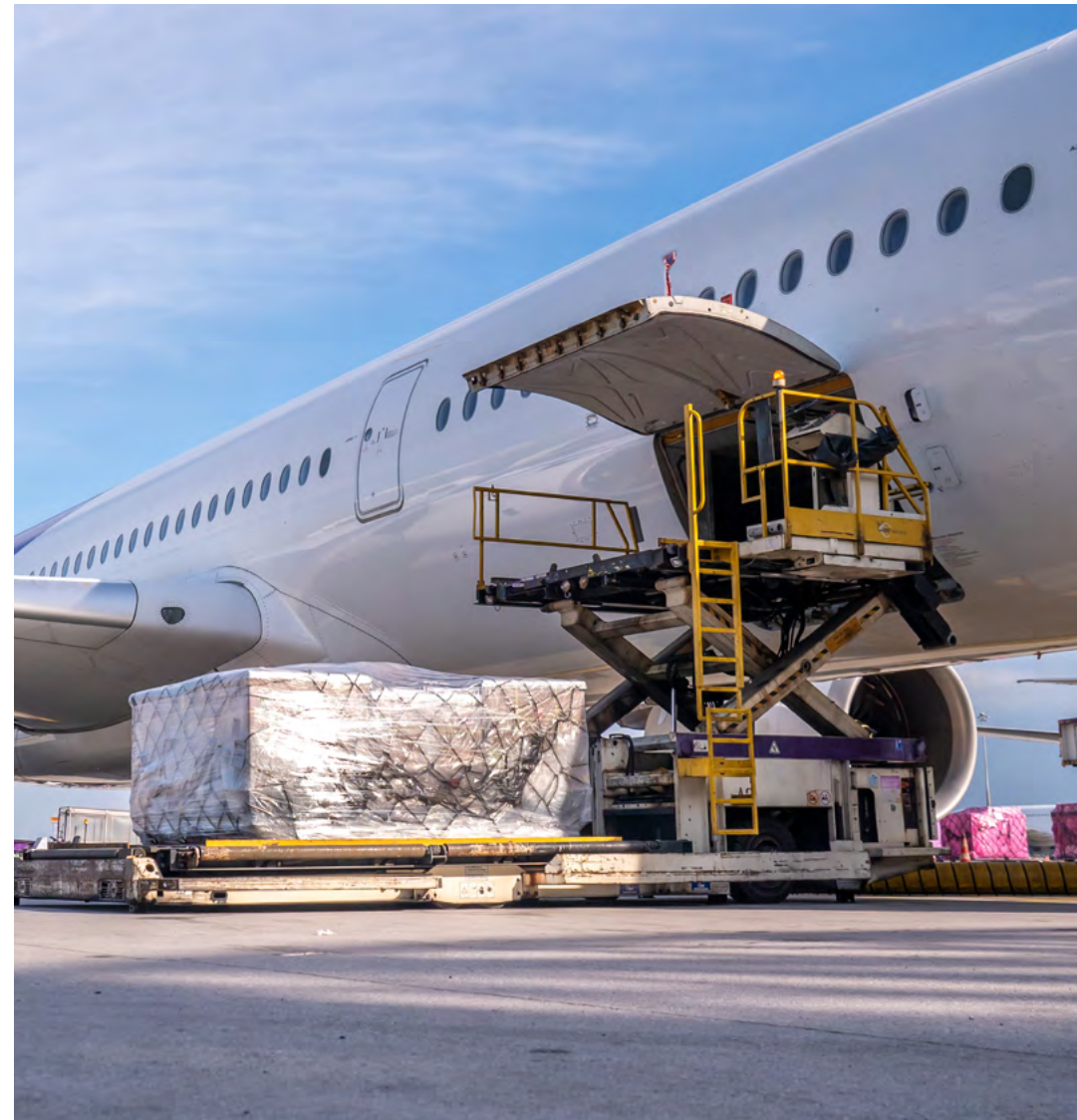
Supplier Relations

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

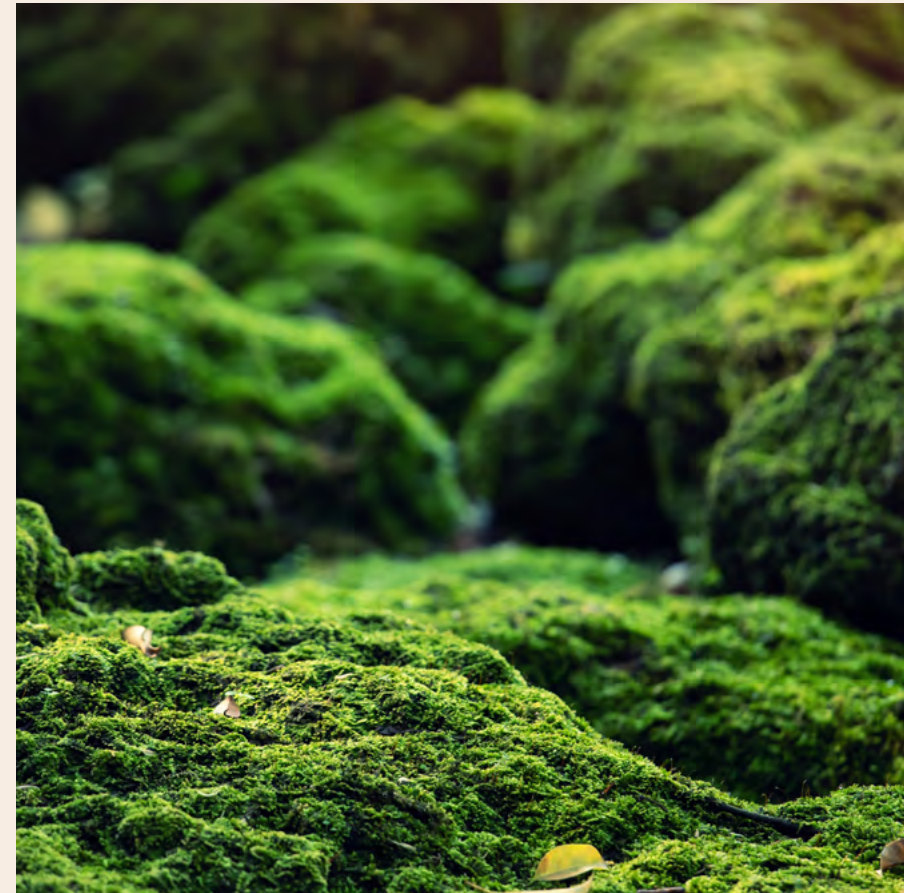
Dear Reader,

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 some details on what we have initiated and achieved in 2025. Yes, we live in challenging times and there are 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.

2026 will be another year filled with sustainability milestones. Forto will further upgrade its emission reduction offering, enhance its sustainability actions beyond climate, and collect and disclose more sustainability data than ever before. We strive to learn something new everyday, 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.

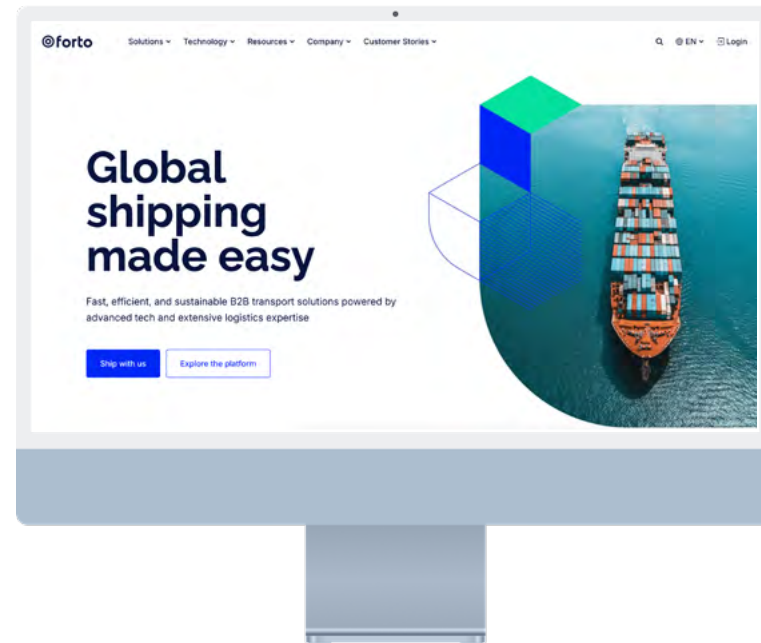
Your Forto Sustainability Team



Follow Our Journey

Sustainability at Forto is an evolving journey. This report reflects our current practices and priorities, based on the information available at the time of publication. We are committed to continuously improving our approach and increasing transparency over time.

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.



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Imprint

Responsible for the content:

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