

Code of Conduct



Doing the right thing, the Forto way; because how we work matters most.

Dear Forties,

At Forto, how we work matters just as much as what we achieve. As we scale our impact on global trade, our ability to earn and keep the trust of customers, partners, and colleagues depends on one thing above all: integrity.

This Code of Conduct is more than a collection of policies and procedures; it is a reflection of our ethical standards and our responsibility to lead with integrity in everything we do. It sets the baseline for how we operate as individuals and as a company. From day-to-day decisions to complex situations, we expect every Forto team member to act with ethics, accountability, and respect.

As our footprint grows, so do our responsibilities. This Code gives you guidance; but your judgment, character, and actions bring it to life. When in doubt, ask questions, raise concerns, and support each other in doing the right thing.

Thank you for contributing to a culture we can all be proud of.



Guillaume Petit-Perrin, CEO

Guillaume Petit-Perrin

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First Mile

Our Code applies to every employee at every level at Forto and its subsidiaries. In addition, we expect third parties to act in a way that is consistent with the values outlined here when they are conducting business with or on behalf of Forto.



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Unwavering Corporate Integrity



2.1. | Our North Star: Principles That Guide Us

At the intersection of innovation and integrity, we move both goods and standards forward. We build technology that transforms logistics while holding ourselves to the highest ethical bar—shipping excellence in our products and our conduct.

Every line of code we write and every decision we make reflects our commitment to transparency, fairness, and respect, creating value that extends beyond our platform to positively impact our partners, communities, and the global supply chain we serve.

Core Principles

Safe and Ethical Workplace

Maintain a safe and inclusive work environment by adhering to all safety, diversity, and equality laws and regulations. Avoid any actions that could endanger the wellbeing of yourself or others, including the use of illegal or controlled substances at work. Promptly report any unsafe conditions or discriminatory practices to ensure the safety and fairness of our workplace.

Avoid Conflicts of Interest

Employees must avoid engaging in activities that could conflict, or appear to conflict, with Forto's interests. This includes unauthorized business with competitors, customers, or suppliers, and any financial contributions that are not preapproved.

Zero Tolerance for Misconduct

At Forto, we strictly prohibit fraud, bribery, corruption, and any misuse of company assets. We expect everyone to act ethically at all times. If you see or suspect wrongdoing, we require your full cooperation with any investigations, ensuring our company remains honest and transparent.

Decision Making

All business decisions must be guided by Forto's best interests, prioritizing the company over personal gain. Always disclose and seek approval for any potential conflicts of interest to ensure your decisions align with our collective goals.

By adhering to these principles, we ensure that our workplace not only meets legal standards but also upholds our commitment to ethical business practices.

2.2. | Act Ethically and Responsibly

We count on every Forto team member to make decisions wisely, following applicable laws and regulations, our Code of Conduct and all company policies. These standards are designed to help you perform your duties ethically and responsibly, contributing to our reputation for excellence and our ability to attract top talent and create superior products.

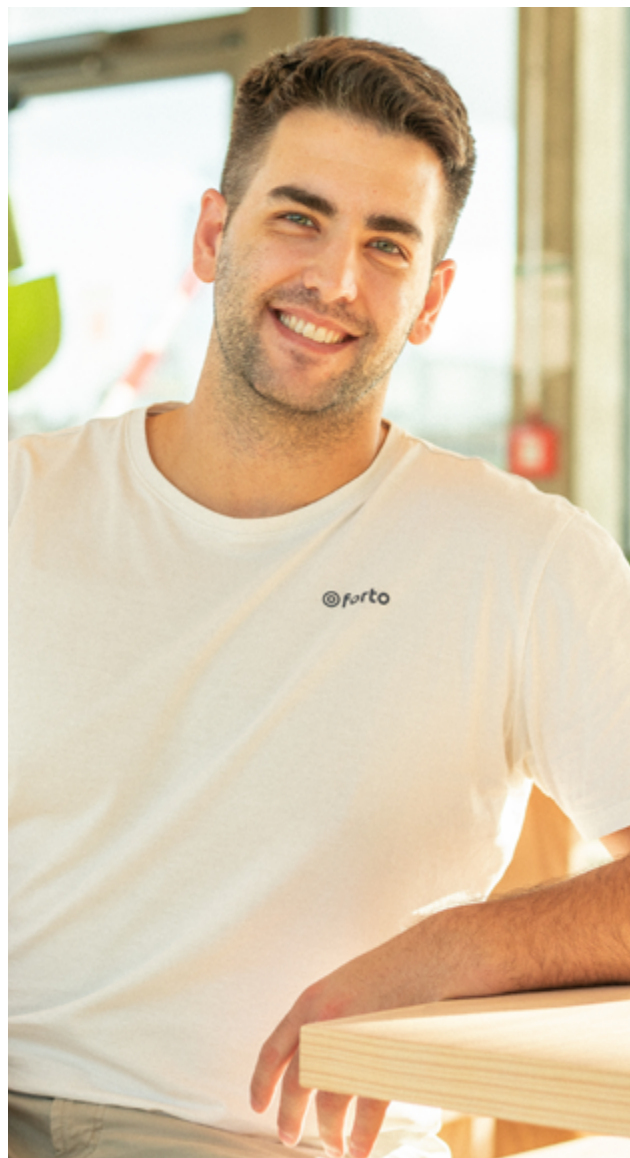
Guidelines for Conduct at Company Events and Premises

Alcohol Consumption

Should you decide to enjoy alcoholic beverages at a Forto-sponsored event, we trust you will do so with responsibility. It is essential to maintain respectful and courteous interactions with colleagues, customers, and represent Forto positively at all times.

Substance Use

The use of drugs at work or work-related events is strictly prohibited, with the exception of prescribed medications, which are fully supported when used responsibly as directed by a healthcare provider.



Decision Making

When faced with challenging decisions, take the necessary time to reflect on the legal, ethical and commercial dimensions. Avoid hasty decisions and resist external or internal pressures. Thoughtful consideration is key to ensuring that your actions align with Forto's ethical standards.

2.3. | Diversity, Equity, and Inclusion

Forto is dedicated to creating a diverse and inclusive workplace where everyone, from all backgrounds, feels valued and can thrive. We believe that a diverse range of cultures, genders, ages, abilities, and perspectives is crucial to creating innovative products and achieving sustainable global prosperity.



Core Principles

Equal Opportunity

Forto is an equal opportunity employer. We are committed to treating every individual with dignity, courtesy, and respect, and we do not tolerate discrimination of any kind. Everyone is valued for their unique background, perspectives, and contributions.

Behavior Expectations

Everyone associated with Forto is expected to act with consideration, respect, and professionalism—both in our interactions with each other and in our engagement with the broader community.

Respectful Workplace

We uphold a zero-tolerance policy for discrimination, harassment, or bullying in our workplace. All employees, contractors, and partners are expected to maintain a culture of respect and inclusion. Any differential treatment based on race, color, religion, national origin, gender, gender identity or expression, age, marital status, disability, neurodiversity, sexual orientation, socioeconomic background, or any other irrelevant or protected characteristic is strictly prohibited and will not be tolerated under any circumstances.

By embracing these values, we create an environment where everyone can thrive and contribute to our shared goals.

2.4. | Harassment, Bullying, and Creating a Discrimination Free Workplace

At Forto, we are committed to maintaining a workplace that is free from harassment, bullying, and discrimination. We foster an environment where respect, dignity, and inclusion are at the core of everything we do. We have zero tolerance for any form of inappropriate behavior and encourage everyone to speak up if they experience or witness misconduct. Every individual at Forto deserves to feel safe, valued, and empowered to contribute to our shared success.

Core Principles

Responsibility to Report

It is everyone's duty to report incidents of bullying, harassment, or discrimination [here](#), via Forto's external whistleblowing tool. Forto strictly prohibits all forms of harassment, bullying, and discrimination. This includes, but is not limited to, racial slurs, inappropriate sexual comments, bullying, threats, and any other form of intimidating behavior.

Zero Tolerance Policy

We do not tolerate any form of harassment, whether physical, sexual, verbal, or nonverbal. This applies to interactions in person, via email, social media, telephone, or any other communication channels



Safe Reporting Environment

Forto ensures that all reports are handled with sensitivity and confidentiality. We guarantee that there will be no retaliation against anyone who reports a concern in good faith or cooperates in an investigation.

By upholding these standards, we foster a supportive and inclusive culture where all team members can thrive.

In 2024, Forto released a new set of 11 Operating Principles. Forto's Operating Principles are the foundation of how we work together to achieve our goals. They bring our core values to life, shaping our culture and guiding everyday decisions. By setting clear expectations for how Forties collaborate and act, they help us maintain consistency, integrity, and a commitment to excellence.

Our Code of Conduct commitments and Forto Operating Principles go hand in hand, ensuring that every aspect of our operations aligns with our ethical standards and strategic objectives for seamless integration and excellence in execution. The below operating principles work hand in hand with the above core principles:



**Live
customer
centricity**



**Embrace
diverse
perspectives**



**Win
with care**



**Succeed
through
accountability**



**Challenge
norms and drive
change**



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Building Ethical Bonds



3.1. | Conflicts of Interest

At Forto, we prioritize the integrity and interests of our company and stakeholders. It's essential that all employees avoid any actual or perceived conflicts of interest in their professional conduct.

Core Principles

Avoid Conflicts

Always be alert to avoid situations where your personal interests might clash with Forto's interests. Stay neutral and objective in your professional duties. This includes, but is not limited to, personal relationships, financial interests in competing companies, and leveraging insider knowledge for personal gain.

Transparency and Disclosure

If you suspect a potential or actual conflict of interest, immediately disclose it to your manager or contact [here](#).

Examples include but are not limited to:

- Personal investments in competitors.
- Engagements with suppliers you have personal ties to.
- Acceptance of gifts or courtesies that could influence your professional decisions.
- Close personal relationships with colleagues (so that Forto can take steps to mitigate the situation effectively, including reassigning roles to prevent bias).



Management of Conflicts

Avoid supervising or influencing decisions about individuals with whom you have close personal relationships.

Proactive Measures

Always act proactively by consulting with your manager, our People, or Legal & Compliance teams if you're uncertain about a situation. Our goal is to ensure that all actions and decisions are made in your best interest, as well as Forto's, and uphold our ethical standards.

3.2. | Bribery and Corruption

At Forto, we strongly oppose bribery and corruption as they go against our core values and break the law. Such actions can harm sustainable development and stability, especially in vulnerable communities. We base our business solely on the quality of our services and always act ethically. Together, we maintain our commitment to ethical business practices.

Core Principles

Zero Tolerance

Forto has a strict no-bribery policy. Do not offer or accept bribes under any circumstances

Third-Party Conduct

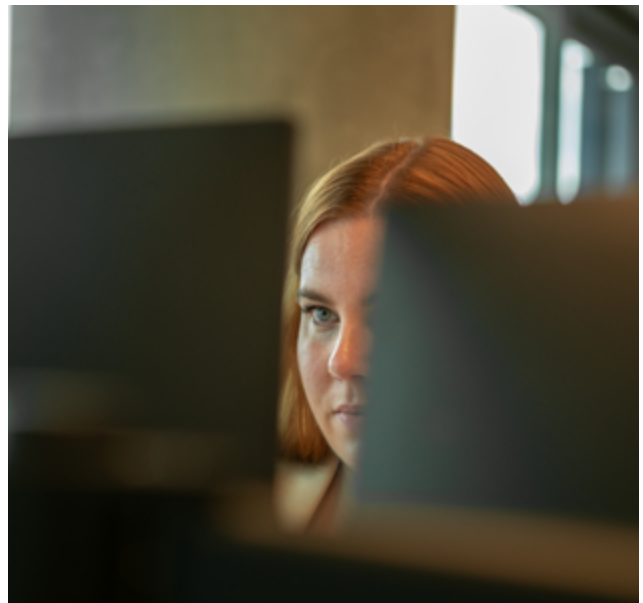
Forto may be held accountable for corrupt activities by associated third parties such as subsidiaries, partners, or suppliers. Report any suspicious activities by these entities to Forto's Legal & Compliance team without delay or [here](#)

Mandatory Reporting

Any solicitation of bribes or corrupt proposals, no matter how minor, must be immediately reported to Forto's Legal & Compliance team or via Forto's whistleblowing tool, [here](#).

Serious Consequences

Engaging in bribery can result in severe legal penalties for both Forto and the individuals involved, ranging from high financial penalties up to imprisonment, bullying, threats, and any other form of intimidating behavior.



Absolutely no tolerance for:

- Paying or accepting anything of value to influence existing or potential business transactions.
- Attempting to obtain licenses, permits, or any business advantage through unlawful means.
- Interfering with legislative, regulatory, or administrative processes.

We maintain a strict policy of compliance and integrity, ensuring all business dealings are transparent and fair.

3.3. | Gifts and Entertainment

At Forto, we uphold the highest standards of integrity in all our interactions, carefully managing the exchange of gifts and entertainment to ensure our decision-making remains unbiased and ethical. We also respect and honor local cultures and customs related to the exchange of appropriate gifts, ensuring these practices align with our ethical standards.

Core Principles

Appropriate Exchanges

Engage in the exchange of modest gifts and reasonable entertainment that align with normal business courtesies. These must not compromise or appear to compromise your professional judgment. All such exchanges must be declared as per our policy accessible [here](#)

Value Limitations

Do not give or accept gifts or entertainment valued over €100 without prior approval from the Compliance Team [here](#), via the Gift & Hospitality Declaration service. Ensure all high-value items are documented and approved to maintain transparency.

Prohibited Practices

Avoid using gifts, entertainment, or any other items as a means to improperly influence decisions either within Forto or with our business partners.



Our commitment to transparency and objectivity ensures that all business decisions are made based on merit and fairness, fostering trust and integrity in all our relationships.

3.4. | Dealing with Authorities

At Forto, interactions with government officials and authorities are conducted with the highest level of integrity and adherence to regulatory requirements.

Core Principles

No Advantages

Do not offer any form of advantage—be it money, gifts, or any other rewards—to public or government officials under any circumstances

Restrictions on Hospitality

Avoid giving gifts or extending invitations for meals to government representatives without explicit authorization.

Consulting Legal & Compliance

Always coordinate with our Legal & Compliance Team before engaging with public officials to ensure all interactions are conducted properly and in line with our commitment to ethical business practices.



Our Code of Conduct and Operating Principles work in tandem, guiding our actions and ensuring operational excellence. The following operating principles work hand in hand with the above core principles:



Live customer centricity



Win with care



Succeed through accountability

4 |

Leading Market Integrity



4.1 | Market Transparency

At Forto, maintaining the trust of the public and our stakeholders is paramount, and this is achieved through rigorous adherence to transparent and accurate financial practices.

Core Principles

Compliance with Regulations

We strictly follow all applicable legal requirements for accounting and financial reporting.

Integrity in Reporting

You must never manipulate or alter any financial data or reporting processes.

Our commitment to transparency ensures that we uphold and enhance the trust placed in us by our stakeholders and the public.



4.2. | Forced Labour and Child Labour

At Forto, we stand firmly against all forms of forced and child labor. Our commitment to ethical labor practices is aligned with the highest international standards.

Core Principles

Zero Tolerance for Forced Labour

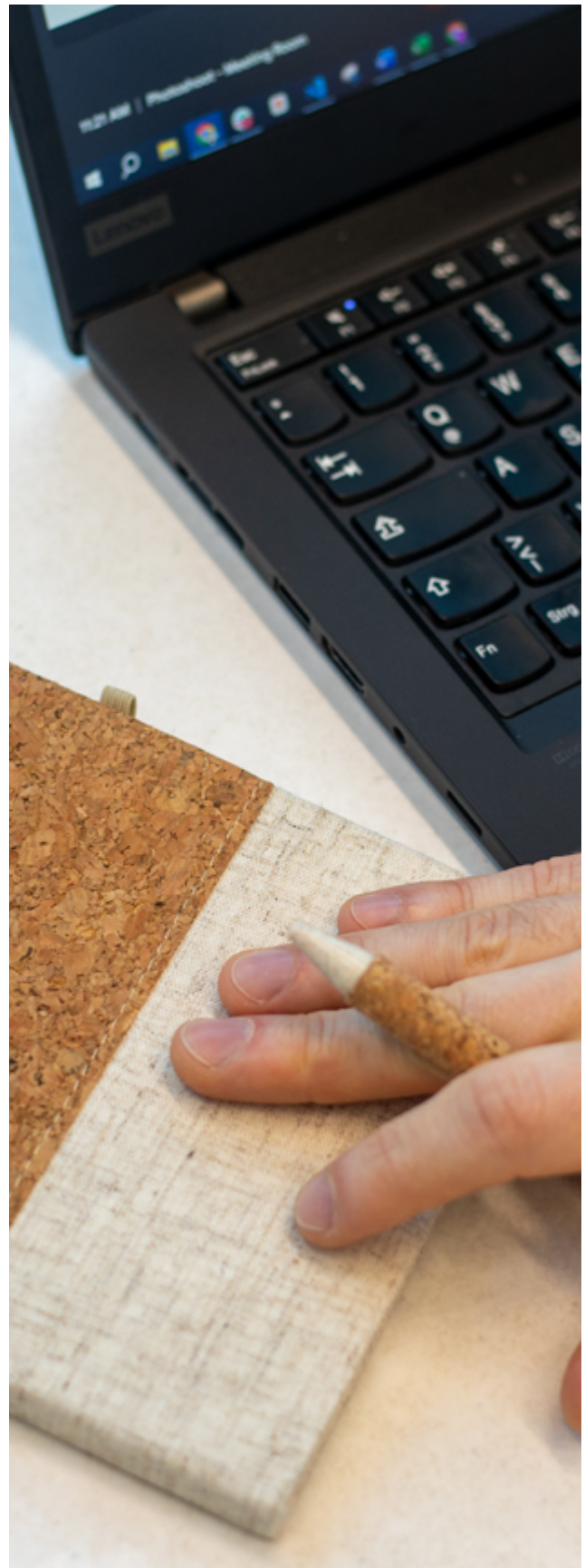
We reject any form of forced labor in all our operations and supply chains.

Adherence to Child Labour Laws

We comply with the United Nations conventions on human rights and children's rights, specifically:

- The Minimum Age Convention (No. 138) of the International Labour Organization (ILO), which sets the basic minimum age for employment.
- The Worst Forms of Child Labour Convention (No. 182) of the ILO, which calls for the immediate elimination of the worst forms of child labor.

Forto is dedicated to maintaining labor practices that respect and enhance the rights of all individuals, particularly the most vulnerable.



4.3. | Environmental Protection

At Forto, we are dedicated to actively supporting environmental sustainability for both current and future generations, in line with Forto's environmental policy. Forto also commits to monitor its impact on the environment and be more ambitious than legal requirements to minimize its environmental impact as much as possible. Forto measures and aims to reduce the company's Scope 1, 2, & 3 emissions in line with our verified science-based net zero targets.

Core Principles

Promoting Sustainable Practices

At Forto, we are committed to environmental stewardship and encourage every member of our team to adopt practices that align with our environmental policy, both during work hours and beyond. Your proactive engagement in environmentally responsible behaviors helps us collectively make a significant positive impact

Compliance with Environmental Laws

We strictly adhere to all environmental regulations to ensure our operations respect and protect the environment as much as possible.

Our commitment to environmental protection is integral to our operations and corporate responsibility.



4.4. | Fair Market Competition

At Forto, we are committed to competing vigorously yet fairly in the marketplace, always upholding the highest standards of honesty, ethics, and legality.

Core Principles

Compliance with Antitrust and Competition Laws

All employees must conduct their activities in accordance with the antitrust and competition laws of Germany and other countries where we operate. These laws are designed to ensure free and fair competition and apply to our interactions with competitors, customers, and suppliers.

Employee Guidelines

Avoid Illegal Agreements: Do not engage in any agreements or discussions that you believe, or are informed, to be in breach of antitrust laws.

Not Sharing Sensitive Information: Avoid discussing sensitive topics like pricing, costs, or market strategies with competitors, even if a Confidentiality Agreement (a.k.a NDA) has been signed.



Our commitment to fair and ethical competition is fundamental to our success and reputation. Always consult with Forto's Legal & Compliance Team if you are unsure about the appropriateness of your actions.

Absolutely no tolerance for:

- Any agreements with competitors that could, or could be seen to, restrict competition, such as price-fixing, price-sharing, bid-rigging, or dividing markets.
- Practices such as exclusivity deals, most favored nation clauses, unfair pricing, or mandatory product bundling that harm fair competition.

4.5. | Sanctions & Trade Embargos

Forto adheres strictly to international sanctions and trade embargos set by governments and organizations like the United Nations. These measures are designed to address and prevent activities that threaten global peace and security, such as terrorism, human rights abuses, illegal exports, and the spread of nuclear weapons.

Core Principles

No Transactions with Sanctioned Parties

Forto does not engage in business with any individuals, companies, or countries that are subject to sanctions or embargos. This includes entities from key operating jurisdictions like the European Union, Office of Foreign Assets Control, (OFAC) and China, which publish lists of sanctioned parties.

Sanction Assessment

No transaction proceeds without sanction screening. Transactions involving sanctioned regions or parties carry significant compliance risks and must be evaluated and explicitly approved by our Compliance Function. Any attempt to bypass these controls is strictly prohibited and may result in disciplinary action



Reporting Protocol

If you encounter a potential transaction with a sanctioned party or country, immediately report it to the Compliance team at sanctions.screening@forto.com.

Our commitment to compliance with these regulations is crucial to maintaining our operational integrity, business continuity and legal standing.

4.6. | Selecting Service Providers and Suppliers

At Forto, we are committed to maintaining high ethical standards in our relationships with service providers and suppliers. We ensure that all parties we engage with adhere to similar principles of conduct.

Core Principles

Due Diligence

We rigorously assess potential suppliers and service providers to ensure they meet our ethical standards.

Objective Procurement Process

Our selection process is transparent and based on clear, objective criteria, documented to ensure consistency and fairness.

Fair Compensation

We commit to paying fair market value for all services received and maintain accurate documentation of all transactions.

These practices help us build and maintain trustful and legally compliant relationships with our external partners.

Our Code of Conduct and Operating Principles work in tandem, guiding our actions and ensuring operational excellence. The below operating principles work hand in hand with the above core principles:



**Think
Systems First**



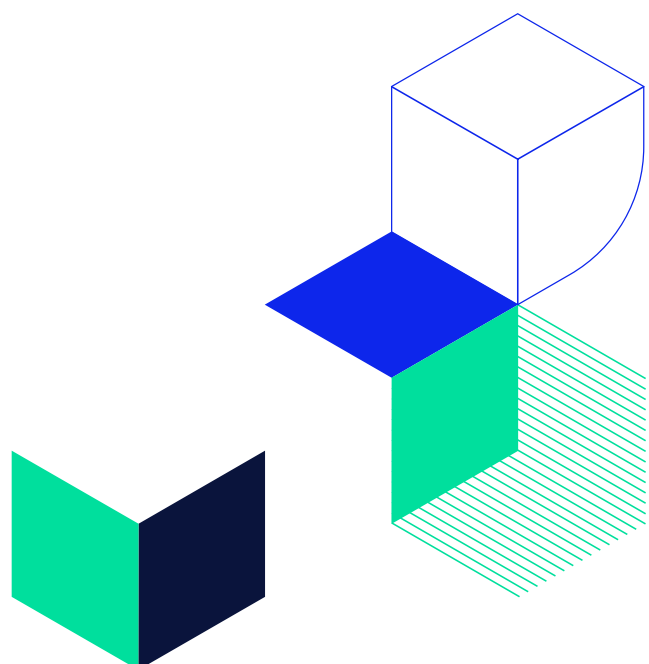
**Assess Risks
and Act**



**Win
with care**



**Succeed through
accountability**



5 |

Shielding Our Resources



5.1 | Social Media

Social media offers a powerful platform for communication and sharing insights about our work and industry at Forto. It's important that our team uses these tools responsibly and in alignment with our commitments and operating principles.

Core Principles

Identity Disclosur

Clearly identify yourself as a Forto employee when discussing work-related matters, but clarify that your views are personal

Accuracy and Respect

Ensure all information shared about Forto is accurate and respectful towards others. Always use good judgment in your posts

Reflect Forto's Commitment and Operating Principles

Your posts must reflect Forto's vision and commitment. Consider whether your content supports our company's image and objectives

Confidentiality

Do not share any proprietary or confidential information about Forto or our business partners.



Compliance with Policies

Adhere to Forto's Social Media Policy at all times. Inappropriate or unprofessional behavior on social media that affects the workplace or Forto's reputation can lead to disciplinary action.

Forties must refer to our Social Media Policy for further guidance.

5.2. | Protecting Our Assets

At Forto, safeguarding our assets, both physical and intellectual, is crucial. These assets are vital for our operational integrity and competitive advantage.

Core Principles

Proper Use of Assets

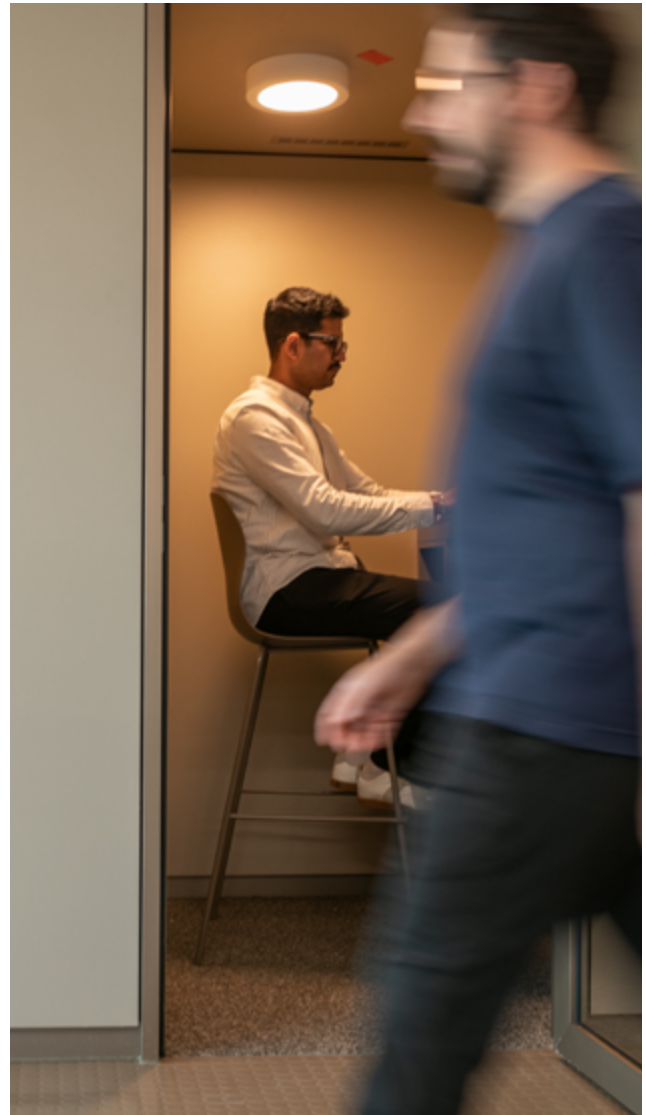
Use Forto's assets, including systems and facilities, solely for legitimate business purposes. Do not engage in activities that could harm Forto's operations or reputation, such as unauthorized commercial activities or illegal actions.

Security Measures

Do not share your Forto-issued devices, access tokens or passwords. Ensure that unauthorized individuals do not access Forto's premises or digital systems.

Confidentiality and Compliance

Maintain the confidentiality of information accessed through Forto's systems. Forto reserves the right to monitor corporate devices and systems for security and compliance purposes.



Asset Return and Care

Be responsible for all Forto property assigned to you. Secure physical equipment and confidential documents appropriately, and return all property upon termination of employment or when requested.

Adherence to these guidelines ensures the protection of Forto's assets and supports our collective success.

5.3. | Confidentiality and Intellectual Property

Forto's intellectual property (IP) and trade secrets are vital to our competitive edge and success. These include confidential information about our operations, affiliates, suppliers, customers, and employees, as well as personal data, copyrights, trademarks, and patents.

Core Principles

Safeguarding Confidential Information

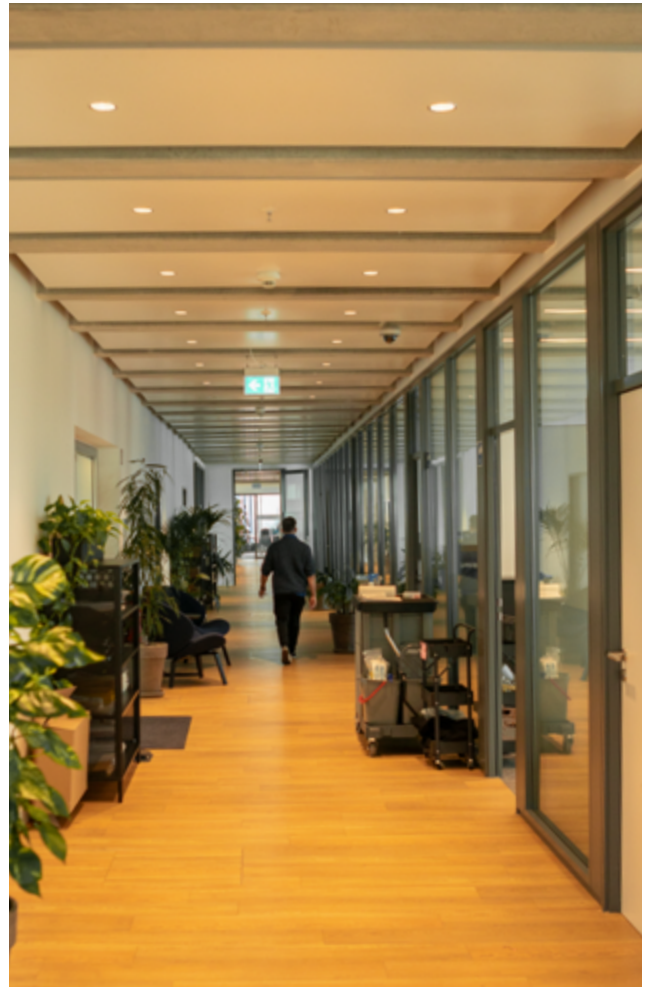
Do not disclose Forto's confidential or proprietary information without a valid business reason and proper approval. Always consult Legal before sharing information externally or issuing an NDA to ensure the correct process is followed and our information stays protected.

Internal Confidentiality

Maintain the confidentiality of information shared during internal meetings and discussions. Share such information internally only if approved and limited on a need-to-know basis.

Public Communication

Ensure all public communications are accurate and authorized. Obtain approval from our Marketing team before engaging with the media or representing Forto publicly.



Handling Sensitive Data

Adhere strictly to our Data Protection and Information Security Policies when managing sensitive or personal data.

By protecting these assets and adhering to these guidelines, we ensure the integrity and security of Forto's valuable information.

5.4. | Respecting Our Customers and Employees' Right to Privacy

Forto is committed to protecting the privacy of our customers and employees, who trust us with their personal information. This trust is fundamental to our operations and reputation.



Core Principles

Restricted Sharing

Do not share personal data internally or externally unless there is a clear business need and it complies with our policies.

Policy Adherence

Familiarize yourself with Forto's Data Protection and Information Security Policies. Report any policy violations or legal concerns to your manager or to the Legal and Data Privacy team.

Purposeful Data Use

We handle personal data strictly for legitimate business purposes, in compliance with our Privacy and Information Security Policies and all applicable laws.

Safeguarding Data

If your role provides access to personal data such as contact details, financial accounts, or transaction data, you must protect this information diligently.



By adhering to these guidelines, we ensure the confidentiality and integrity of the personal data entrusted to us.

5.5. | Respect Intellectual Property of Others

Forto is committed to respecting and protecting the intellectual property rights of others, including trade secrets, trademarks, copyrights, and patents. This respect is crucial to maintaining trustful relationships with our business partners and the broader community.

Core Principles

Confidentiality of Trade Secrets

We safeguard the confidentiality of not only our own trade secrets but also those entrusted to us by our partners and third parties.

Avoiding Infringement

We strictly avoid any infringement of external intellectual property rights and ensure all our use of such property is authorized

Permission for Use

We always obtain explicit permission before reproducing or distributing any copyrighted material, including pictures, articles, and software.

Adhering to these principles ensures we operate ethically and legally, respecting the creative and intellectual contributions of others.



5.6. | Maintain Accurate Records

At Forto, we are committed to the integrity and accuracy of our business records. These records are essential for informed decision-making and transparent reporting to our stakeholders, including shareholders, employees, customers, and partners.

Core Principles

Accuracy and Legality

Ensure all business records are complete, accurate, timely, and understandable. Never engage in falsifying, forging, backdating, or improperly altering any documents.

Adherence to Controls

All transactions must comply with legal requirements and be recorded accurately in accordance with Forto's internal controls.

Transparent Disclosures

Ensure that all information disclosed to regulatory authorities and investors is truthful and clear.

Upholding these standards is crucial to maintaining our reputation and ensuring trust in our business practices.



5.7. | Financial Integrity

At Forto, we uphold the highest standards of financial integrity in all our transactions and financial practices. It is crucial that all financial expenditures and decisions align with Forto's established financial principles and policies.

These practices are fundamental to sustaining our financial health and fostering trust among our stakeholders.

Core Principles

Prudent Spending

Ensure that all spending decisions are made thoughtfully, in accordance with the approved budget and aligning with Forto's policies and contributing to our strategic objectives.

Responsibility

Every employee has a responsibility to ensure that financial transactions, whether it's expensing, engaging new vendors, or signing contracts, are conducted with integrity and transparency.

Accurate Records

Maintain complete and accurate financial records that are accessible to persons who need them, adhering strictly to our internal controls and applicable accounting standards, laws and regulations.

Our Code of Conduct and Operating Principles work in tandem, guiding our actions and ensuring operational excellence. The below operating principles work hand in hand with the core principles:



Live customer centricity



Seek Solutions Always



Succeed through accountability



Maximize Impactful Work



Win with care

6 |

Commitment in Action



Forto is committed to maintaining a culture of integrity and transparency. We strongly encourage every team member, customer, vendor, and partner to report any observations or suspicions of misconduct or violations of our Code of Conduct, [here](#). Your willingness to speak up is essential to upholding our ethical standards and building trust within our community.

Please report any concerns to your manager, the People & Places team, or directly [here](#). We assure you that your reports will be handled with the utmost confidentiality possible.

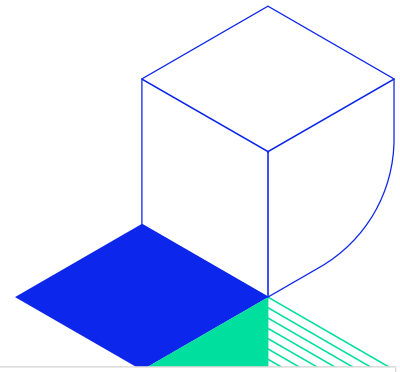
Non-Retaliation Commitment

Forto strictly prohibits any form of retaliation against individuals who report violations or participate in investigations. We are here to support you, and we ensure that no adverse actions will be taken against anyone for reporting in good faith. Your safety and security in raising concerns are paramount to us.



How to act ethically

There are no shortcuts in doing what is right. Determining the right course starts with asking the right questions. These questions may help you navigate the gray.



Is it legal?	No? Do not do it. Not sure? Contact the Legal Department for guidance.
Is it consistent with our Mission and Forto's Code of Conduct?	No? Do not do it. Not sure? Talk to your manager or Legal & Compliance Department.
Does this comply with Corporate and local policies and procedures?	No? Do not do it. Not sure? Consult the policy or procedure. Talk to your colleagues, manager, People representative, Legal & Compliance Department.
Is this in the best interest of our stakeholders?	No? Do not do it. Not sure? Talk to your manager or Legal & Compliance Department.
Do I feel this may be wrong, but feel pressure to do it anyway?	Yes? You must voice your concern. Report this to your manager, People Partner, Compliance Department or through the Whistleblowing tool.
Do I feel good about my decision?	Not sure? Talk to your manager or Legal & Compliance Department. Yes? Proceed. You are on the right course.

Staying on the right course also includes looking back on your decision.

Ask yourself, "Did I do the right thing?"

Not sure?

Talk to your manager and the Legal & Compliance Department to determine if there is something you could do better the next time.

No?

You may need to report this to your manager, People representative, Legal & Compliance Department or through the Whistleblowing tool [here](#).

Yes?

Congratulations. You are helping us live out our Mission!

6.1. | Whistleblower Protection and Reporting Options

Forto is committed to fostering an environment where all employees and third parties feel safe to report any compliance violations or misconduct. We ensure that everyone has the ability to report concerns, either anonymously or openly, without fear of retaliation.



Confidentiality and Protection

Confidential Handling

All reports are treated with strict confidentiality and are used solely for investigating potential violations.

Non-Retaliation

We guarantee protection for whistleblowers acting in good faith. Forto does not tolerate discrimination or retaliation against anyone who reports suspected misconduct.

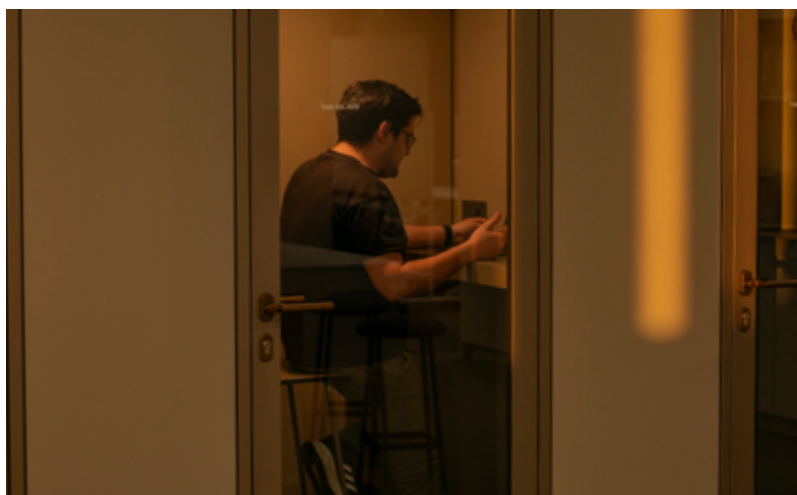
Reporting Options

Direct Contact

Email the Senior Compliance Manager directly or call +49 159 019193792 for non-anonymous reports.

Anonymous Reporting

Use the Whistleblower Tool, [here](#) or call the Whistleblower Hotline at +49 800 3800 999 (available Mon.-Fri. 9-17h) for anonymous submissions.



We encourage you to use the reporting channel that you are most comfortable with, ensuring that you can voice concerns safely and securely.

6.2. | Contacts

General Counsel & Chief

Compliance Officer

Matthew Saliba

matthew.saliba@forto.com

Senior Compliance Manager

Thomas M. Achtner

thomas.achtner@forto.com

Chief People Officer

Tammy Arnaud

tammy.arnaud@forto.com



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Think Systems First



Win with care



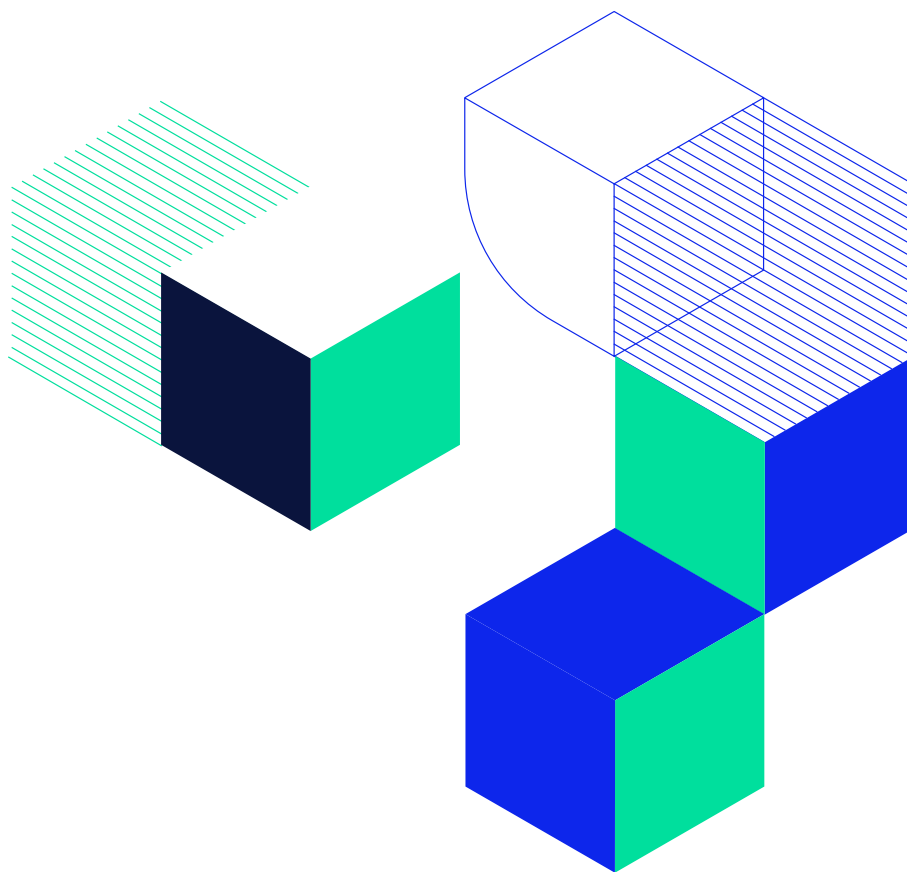
Succeed through accountability



Communicate Swiftly and Directly



Commit after Debate



Imprint

Responsible for the content:

Forto Logistics SE & Co. KG („Forto“), HRA 59162 B, local court Charlottenburg represented by its general partner Forto SE, HRB 252891 B, local court Charlottenburg, the latter represented 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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