

ANNUAL
REPORT
2022/23



BUILDING THE FUTURE

A LONG-TERM INVOLVEMENT

FM Foundation's mission is to support, assist, and to co-create social innovation projects run by the Group employees in the following areas: **integration**, through initiatives aimed at people with difficulties or who are marginalised in society, so that they can take their full place in social life. **Childhood**, by carrying out actions for the benefit of socially disadvantaged children or those at risk of exclusion, improving their living conditions and their possibilities of development and integration. The actions described in this report demonstrate the mobilisation and personal involvement of the Group employees through skills sponsorship, which gives meaning to the actions supported by the foundation. The diversity of the NGOs and associations with which we cooperate, as well as the many countries in which our actions take place, demonstrate the extent of our actions.

Solidarity

ANNUAL REPORT 2022/23

- 04** Editorials
Jean-Christophe Machet and Marie-Laure Faure
- 06** Board of Directors
/ Country relays
- 08** Key figures
- 10** Ukraine

OUR ACTIONS

- 13** Editorial Olivier Motte
- 15** International partnerships
- 16** Brazil
- 17** Corporate
- 18** Corporate
- 19** Spain
- 20** Spain
- 21** France
- 22** France
- 23** India
- 24** Poland
- 25** Roumania
- 26** Slovakia
- 27** Vietnam
- 28** Giving Tuesday

FINANCES

- 30** Financial information



A KEY MISSION

Acting for a more responsible future also means making a commitment to those who, at some stage in their lives, need support. This is the mission of the FM Foundation which has been working for 6 years to promote social integration and child welfare. Since its creation, our teams in France and abroad have shown remarkable involvement and are passionately dedicated to the Foundation's activities.

I am proud to see the extent to which the Group's values of trust and openness are embodied by our teams at every stage from the selection of the NGOs and associations where our support will be most relevant to the conception and implementation of the projects. Their involvement and motivation are the driving force behind all the foundation's actions.

In addition to those that have been renewed from one year to the next, five new projects were launched in different Group countries this year. In Brazil, I was particularly touched to meet the employees involved in the logistics school set up with the Projeto Pescar Foundation to help underprivileged young people. I salute their enthusiasm for passing on and sharing, and hope to see this project grow and attract more beneficiaries. We can be proud of the compelling results of the Foundation's initiatives. They are proof that this mission is essential. I would like to thank the FM Foundation's Board of Directors and teams for being so involved and for supporting our shared ambition to see initiatives and partnerships multiply over the coming years and across all our countries.

Jean-Christophe Machet
Chairman of FM Foundation



AN ALTRUISTIC IMPLICATION

Building the future and giving people who are marginalised in society a chance by relying on solid structures that work effectively to integrate them. Building for the future by involving FM Group employees in regular initiatives to help socially disadvantaged children, thereby demonstrating the generosity and spirit that are part of our Group's DNA.

Great challenges that have been at the heart of FM Foundation's actions since its creation in 2017. Our actions carried out as part of our skills sponsorship programme also demonstrate all our in-house expertise. The investment made by our employees, which is so much appreciated by the organisations we support, covers a wide range of areas such as logistics expertise, human resources, communication and management control.

On reading this report, you can see that our employees have been innovative, inventive and willing to get involved, and that the logistics sector is clearly well-suited to integration.

Marie-Laure Faure Berton
Director of FM Foundation



FOUNDERS



JEAN-CHRISTOPHE MACHET
Chairman of FM Foundation and CEO of FM Logistic



PIERRE ORSATTI
Vice-chairman of FM Foundation and MD of NG Concept



CÉCILE CLOAREC
Human Resources Manager of FM Logistic

EXPERTISE

The FM Foundation Board of Directors meets twice a year. It is made up of FM Group employees and external directors. The combination of the skills of its members make it possible to professionalise the corporate patronage of the FM Group. The Board of Directors sets guidelines, evaluates and votes on projects and initiatives, approves budgets and monitors the proper use of grant applications submitted by the Corporate Foundation.

EMPLOYEES



YANNICK BUISSON
General Manager of FM Logistic France



DANIEL CIZ
Treasurer of FM Foundation and Finance Director of FM Logistic

QUALIFIED EXTERNAL



JEAN-PIERRE HAEMMERLEIN
Director of Décathlon Foundation



VANESSA ENGEL
Head of Philanthropy at J.P. Morgan

PERMANENT GUESTS



AXELLE RATTE
Director of Methods and Industrialisation of FM Logistic



GUILLAUME CARMENT
Activity Manager on an FM Logistic platform in France















MARIE-LAURE FAURE BERTON
Director of FM Foundation and FM Group Values & Shareholder Relations Director for FM Group



OLIVIER MOTTE
General Delegate of FM Foundation

COOPERATION

FM Foundation relies on its network of relays in the countries where the FM Group is established. Involved, willing and innovative, they steer and drive local projects. Responsible for finding partners and contacts, giving priority to local NGOs, they demonstrate their skills on a daily basis. Proof of this is the increase in the number of employees involved in skills sponsorship in 2022-2023. This dynamic team meets regularly to share best practice and mobilise the Group's employees through a wide range of internal and external communication channels. This year saw the launch of five new projects, which can be found in the next few pages of this annual report.

 <i>Coco</i>	 <i>Audrey</i>	 <i>Zenaida</i>	 <i>Laetitia</i>
 <i>Mayank</i>	 <i>Carlo</i>	 <i>Artur</i>	 <i>Anca</i>
 <i>Zuzana</i>	 <i>Monika</i>	 <i>Alona</i>	 <i>Huong</i>



3 402

beneficiaries

13

projects

10

countries involved

359

employees involved (1,7%)

548

days of skills sponsorship

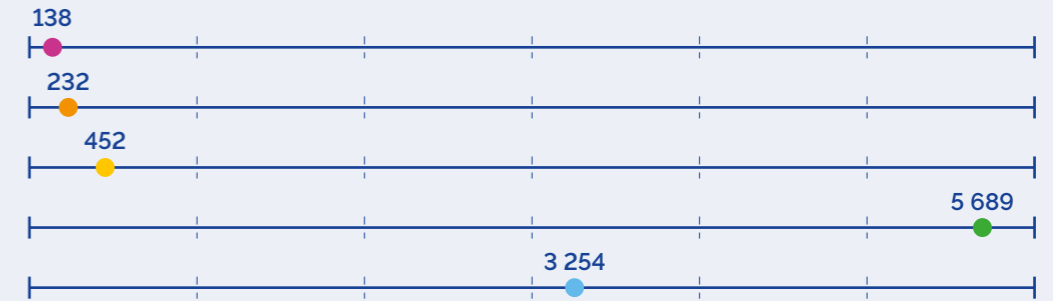
240 000

amount allocated (in €)

Key figures 2023

A look back since its creation

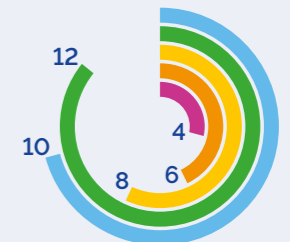
Beneficiaries



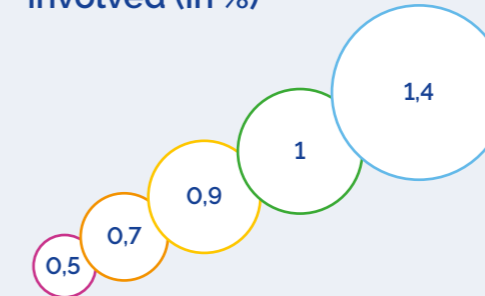
Projects



Countries involved



Employees involved (in %)

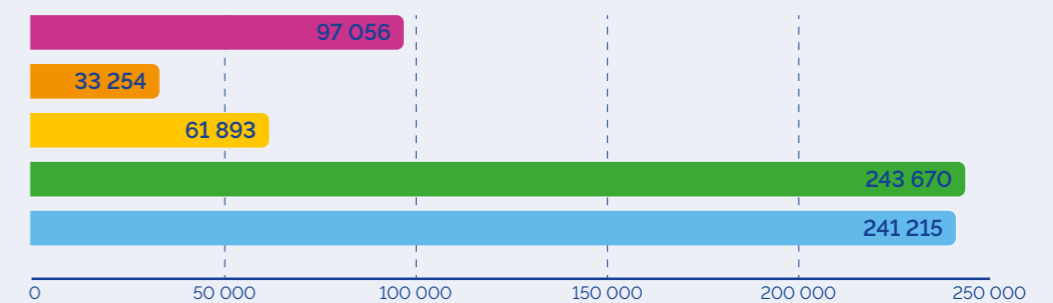


Days of skills sponsorship



LEGEND
 ● 2018
 ● 2019
 ● 2020
 ● 2021
 ● 2022

Amount allocated (in €)



DONATIONS FOR UKRAINE

From March 2022, collections were organised with the support of FM Group employees and our customers. FM Foundation supports initiatives to transport the goods collected, offer accommodation close to our platforms with sustainable employment and improve the daily lives of families in Central Europe, close to Ukraine's borders (Poland, Romania and Slovakia), as well as in France and Spain.

9
The total number of initiatives supported



ORGANISATION
of collections and transport to border countries



5
countries mobilised, in particular border countries



RENTING a house and buying equipment



35,600
euros raised

FUNDING
a holiday camp for three refugee children in France



OUR

ACT -

IONS



WHAT COULD BE MORE INSPIRING

for our Foundation, our local relays and our FM Group employees than contributing to a better future? What greater challenge could there be than getting involved with organisations that look after children? Offering regular activities and forging bonds of trust through shared activities such as sport, cooking, homework help or craftwork. The organisations we support are unanimous in emphasising the importance of these activities, which offer children a special place to meet and talk, away from traditional structures such as their educators or teachers. What better way to demonstrate your skills than to work with people on the margins of the job market? Offering your skills to coach, build confidence, train and integrate people on the margins of the employment market. Sharing your time and skills to improve both your know-how, which is essential for a return to employment, and your interpersonal skills, which are a key element in living together. Logistics is a field that lends itself to all this. The spirit of the FM Group's employees, exemplary in their involvement. Great opportunities have been developed over the past year.

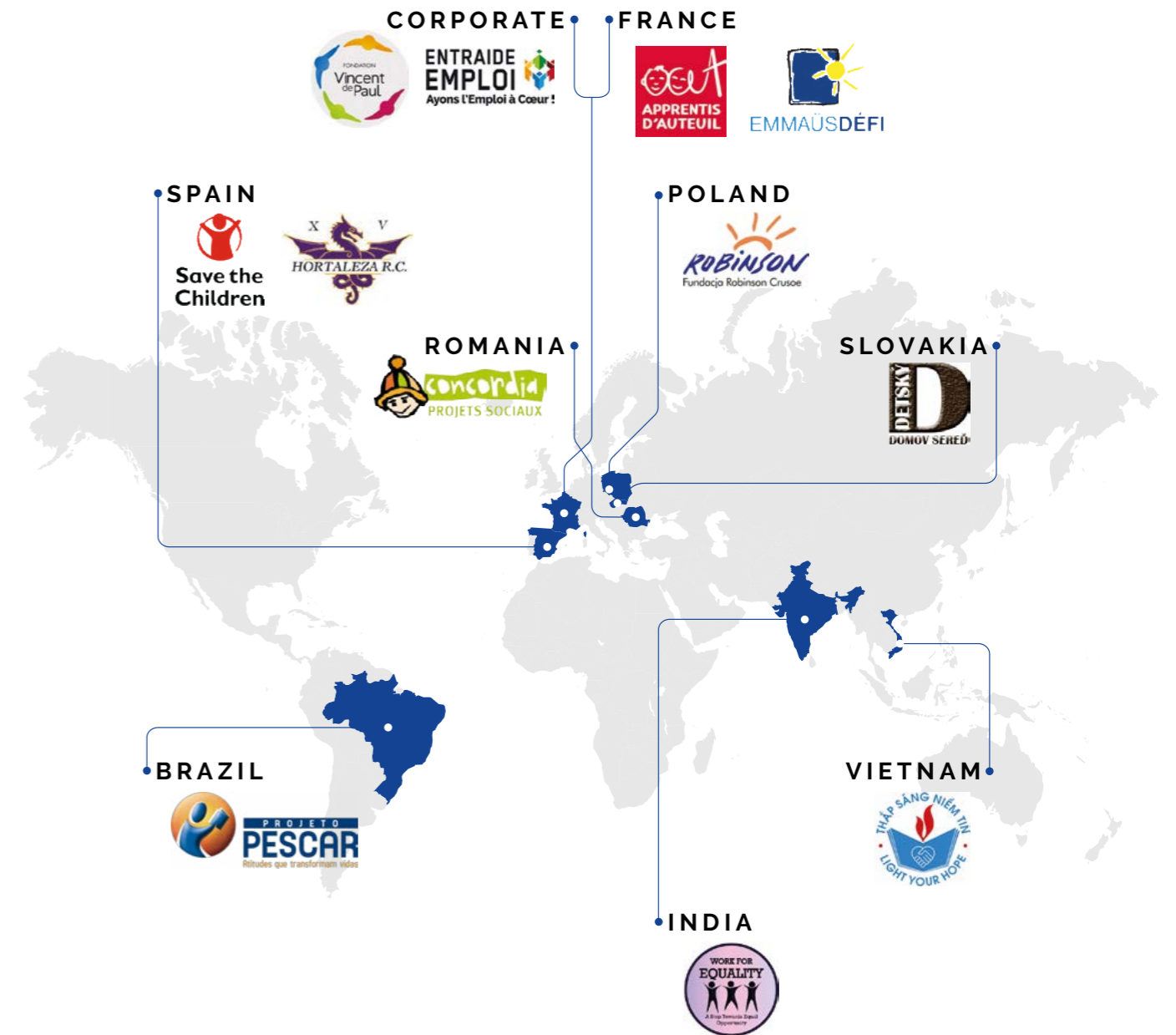


Olivier Motte
General Delegate of FM Foundation

FM FOUNDATION HELPS socially disadvantaged children and people in integration towards a better future.



OUR NGO PARTNERS





Pescar Foundation was created in 1976 and made official on 22 November 1995. This has enabled to promote opportunities for personal development, citizenship and professional initiation for young people at social risk, through partnerships with companies and organisations.



IN PARTNERSHIP WITH THE NGO Pescar Foundation, the Brazilian «Logistics School» project aims to transform lives, connect knowledge and attitudes, train and expand opportunities for socially vulnerable young people to be included in the labour market. FM employees also lend a hand, acting as volunteer teachers according to their skills and knowledge.

IMPACT

Since 2018 more than 40 young people with a nationally recognised diploma are ready to enter the job market. Some are opting for careers in logistics, while others have decided to continue their studies.



CLASS OF 2022/23



AGROUP thrilled by the experience



The Group ENTRAIDE EMPLOI is made up of a number of structures and companies working in the field of Social Integration through Economic Activity. It is one of the components of what is known today as the Social and Solidarity Economy (SSE). The Group is involved in a wide range of activities related to green spaces, cleaning, industrial subcontracting, forestry and woodworking, as well as social activities.



IMPACT

330 watches collected and 20 repaired during the two workshops. The beneficiaries are happy to have acquired new know-how that will lead to new opportunities.

LAUNCHED IN 2022, the initiative gives employees on the path to professional integration the opportunity to benefit from skills sponsorship from FM employees. The initiative began with a watch reconditioning workshop. This workshop enabled us to collect used watches and give them a second life. A group of 7 employees on a reintegration programme have discovered a new activity thanks to the support of a passionate FM employee. This sharing of experience encourages employees on reintegration programmes to discover new activities. This inspiring initiative has been acclaimed by employees on reintegration programmes for the skills it provides and the social ties it creates.

OUR ACTIONS



SPAIN

2nd YEAR OF PARTNERSHIP
Save the Children

Save the Children is an NGO founded in 1919. It improves the lives of children around the world by providing emergency aid, combating malnutrition, promoting education and defending children's rights. The organisation works in over 100 countries with local communities, governments and other organisations to ensure that every child has a safe and happy life.



IMPACT

Funding a part of the holiday camp, which enables the 55 children involved to learn about life in society ; many of them are also seeing the sea for the first time. Visits to the warehouse and presentation of logistics jobs to young people spending their final year at the centre in order to open up career opportunities.

CARRIED OUT IN PARTNERSHIP with the local association Save The Children, the project aims to improve the integration and educational level of children and teenagers so that they all have the same educational and leisure opportunities, whatever their social and economic circumstances. Various actions and activities are being implemented thanks to the involvement and mobilisation of FM Iberica employees : training sessions, orientation, visits to the Illescas site (Castilla-La Mancha), recreational excursions to offer children alternative leisure activities, acquisition of computer equipment for the centres managed by the association.



EDUCATIONAL WORKSHOP with employees

CORPORATE

5th YEAR OF PARTNERSHIP

Created in 2001, the Vincent de Paul Foundation manages more than 30 sites in 4 areas : health, childhood, the elderly and solidarity. FM Logistic employees are involved in the children's sector and on several different sites. The Foundation helps vulnerable young people to grow up in a structured environment through interdisciplinary care and support.



ASSEMBLING an outside shelter

IMPACT

The various activities carried out with the children and the links they forge with the employees involved are truly special moments for them, some of whom do not go home to their families. Creative and sales workshops help children to develop their confidence in their ability to carry out projects.

AN EVER-STRONGER PROJECT since 2018 which aims to help young people to evolve in a structured environment, preparing them for their professional future and forging social links. This partnership has been enhanced this year by new initiatives in several youth care homes : renovation of living areas in a children's home, installation of an outdoor shelter in a care centre for teenagers, children's workshops with employees to make items for the Christmas market organised at FM headquarters, homework help, etc.

OUR ACTIONS

SPAIN



1st YEAR OF PARTNERSHIP

The XV Hortaleza Rugby Foundation aims to develop opportunities for equality, non-discrimination and individual independence through rugby and healthy lifestyles. It brings together different organisations to identify, structure and coordinate the integration of identified profiles into rugby clubs in Madrid.

TWO YOUNGERS at the rugby initiation



FM LOGISTIC IBERICA and the XV Hortaleza Foundation have created a programme called DROP Project. It is intended for young people aged between 17 and 25 who are in vulnerable situations and in occupational categories with the highest unemployment in Spain. This programme offers a first work experience combined with the practice of a sport such as rugby, which develops social relationships, learning and skills that will make them better employees and individuals. Young people are involved in both sport and work.

13 beneficiaries
10 employees involved
240 hours of skills sponsorship
10,500€ allocated

IMPACT

59 rugby clubs around Madrid contacted and 8 clubs united around this initiative. All the beneficiaries found a job thanks to the network of club players and coaches.

FRANCE



4th YEAR OF PARTNERSHIP

Every year Apprentis d'Auteuil welcomes, educates and trains thousands of young people to help them find their place in society. Recognised as a charitable organisation since 1929, Apprentis d'Auteuil is involved in helping young people and families who encounter difficulties on a daily basis. It offers drop-in centres, education, training and integration services in France and abroad.

8 beneficiaries

13 employees involved

648 hours of skills sponsorship

13,050€ allocated

IT IS A LOGISTICS QUALIFICATION programme which provides enhanced support and integration for a group of young people aged between 18 and 29 who are far from employment and facing difficulties at school, in society or with their families, and who are at risk of exclusion. Assisted and supervised by volunteer FM France employees, these young people are now fully integrated into working life.

IMPACT

Fourth Class for the BE APE project (Multi-skilled Warehouse Agent). Giving confidence to young people on the Skola programme. Access to employment thanks to the skills they have acquired. 8 young people from the class of 2022-2023 have obtained their CACES® (Certificate of Ability to Drive Machinery Safely) and 5 have found new jobs.



CLASS OF 2022/23

FRANCE



3rd YEAR OF PARTNERSHIP

EMMAÜSDÉFI

Launched in 2012, Emmaüs Défi is a work-based integration and remobilisation programme. Its mission is to help people in very precarious situations to find or regain a place in society. Located in the departments of Ile-de-France and the metropolitan areas of Lyon, Lille and Toulouse, the organisation recovers unsold new goods from companies. Then it takes in people referred by social services so that they can equip their new homes permanently and at low cost.



RENEWAL OF transport sponsorship

IMPACT

Sponsorship of skills in several areas, to help improve operations and reduce the cost of acquiring supplies and equipment. For the beneficiaries, purchase of a new lorry to increase the number of donation rounds and payment of part of the salary of the operations manager, with the aim of making warehouse operations more professional.

SEVERAL TYPES OF SPONSORSHIP have been developed with Emmaüs Défi: financial sponsorship which has enabled the purchase of a new lorry and the support of costs linked to the opening of the Lyon branch, in-kind donations with storage and transport sponsorship, and skills sponsorship which mobilises the skills and expertise of the FM France and Corporate HQ teams.

2744 beneficiaries
235 hours of skills sponsorship

14 employees involved
50,000€ allocated



1st YEAR OF PARTNERSHIP

INDIA

Work for Equality is an NGO founded in 2001 and dedicated to the holistic development of marginalised children (particularly girls). Through innovative programmes in appropriate facilities, the main aim is to improve the educational, social and economic status of marginalised communities.

DELIVERY of school supplies



THE NAI ASHA - NAI DISHA PROJECT aims to create educational opportunities for out-of-school children from disadvantaged communities. It aims to set up an educational structure that will enable them to access their right to education, to complete their schooling so that they can move on to higher positions and, finally, to develop a network (coaches, FM India collaborators, students and former students).

IMPACT

First year of cooperation with this NGO. 30 teenagers, aged 15-17, who dropped out of the school system during the COVID period, selected for their motivation. They will take a national certification exam equivalent to A bachelor's degree.

30 beneficiaries
15 employees involved
30 hours of skills sponsorship

32,261€ allocated

OUR ACTIONS



CLASS OF 2022/23

ROMANIA



Concordia is a non-governmental independent and non-profit organisation with a history of over 30 years. Its aim is to support and reintegrate children and families in difficulty socially, educationally and professionally, so that they can lead independent and autonomous lives.

33 beneficiaries

3 employees involved

33 hours of skills sponsorship

10,000€ allocated

THE PURCHASE OF EQUIPMENT and basic products enabled the organisation of qualification courses for cooks, bakers, waiters and horticulturists. Logistics were also present, with an awareness-raising session on traceability. In addition a workshop on cyber security was organised to make these future professionals aware of the dangers of digital spaces. The courses on offer are designed to facilitate integration into the world of work: business English, personal development workshops and financial training, for instance.

IMPACT

40 young people at the start of the project. 33 beneficiaries by the end of March 2023, accompanied and registered to take their exams in June. 21 digital tablets donated to facilitate learning. The interaction between the beneficiaries and the FM Logistic Romania team helped create links and develop the professional network of the beneficiaries.

PRESENTATION on the dangers of the digital world



The Robinson Foundation aims to provide essential skills and practical experience to support, empower and facilitate the exit process for young people placed in foster families or institutions (family homes for children). Since 2002 the Foundation has been developing initiatives to help young people in foster care prepare for their integration into working life.

112 beneficiaries
63 employees involved
850 hours of skills sponsorship

15,000€ allocated

IMPACT

Discovering the business world and meeting FM Group employees provides young people with a model of adult life that inspires them for their future.

FM POLAND PROPOSES logistics internships. This programme enables young people to discover the logistics professions via an educational game, and to carry out work placements in the field where Group employees provide support through mentoring, thus cementing the theoretical lessons. It also helps them make a successful transition from foster care to independent living.

OUR ACTIONS

SLOVAKIA



6th YEAR OF PARTNERSHIP

The Detský Domov orphanage is located in Sered close to our logistics platform. The buildings were fitted out in 2003 as a residence allowing the children in care to develop in a family-type structure. The orphanage takes in children who may be suffering from various traumas, including emotional fragility.

A SPORTS DAY with the children from the orphanage



THE AIM IS TO SUPPORT the children in their future autonomy. Regular contact with FM Slovakia employees enables the children in the orphanage to forge links with people other than those they have developed within the orphanage with their supervisors or teachers. These meetings enable the children and young people to prepare for their departure from the orphanage, using their strengths and talents.

12 beneficiaries

5 employees involved

96 hours of skills sponsorship

10,410€ allocated

IMPACT

The workshops are interactive and practical, with an emphasis on experience: CV writing, job interview role-playing, discovering logistics professions, internship opportunities, invitations to company events to give an opportunity to discover other aspects of life outside the company.

VIETNAM



1st YEAR OF PARTNERSHIP

Light Your Hope Scholarship Foundation is a non-governmental independent and non-profit organisation founded in 2011. Its mission is to identify motivated individuals living in difficult financial circumstances, award scholarships to future students and provide support during their studies. Each year the Foundation awards 60 to 100 scholarships.

2 beneficiaries

4 employees involved

15 hours of skills sponsorship

6,800€ allocated

IMPACT

The project will start in September 2023 and the impact can be measured next year.

THE «LIGHT YOUR HOPE» PROJECT supports and mentors two logistics students who would not be able to finance their studies without this grant. They are hosted by volunteer FM Vietnam employees, one at our logistics platform in North Vietnam and the other at our logistics warehouse in the south. This initiative is a real professional springboard for the students.



SIGNING of the agreement

FOCUS ON GIVING TUESDAY



Giving Tuesday first appeared in the United States in 2012. This event is also known as World Day of Generosity and Solidarity. It is celebrated on the Tuesday following Thanksgiving, in response to the commercial events of Black Friday and Cyber Monday. This event brings together personal initiatives, organisations and communities around the world with a common goal: to celebrate and encourage giving. Over the years, the day has spread to more than 100 countries and has become a movement that promotes and supports giving and philanthropy.



POLAND
Making gifts for an orphanage

On Giving Tuesday, our countries got together to organise collections to help the most disadvantaged. Once again, our employees were fantastic in their involvement, with many innovative solidarity initiatives taking place close to where we do business. The pictures speak for themselves.



INDIA
Food collection



BRAZIL
Milk donations



UKRAINE
Clothing donations



CORPORATE
Toy donations for Emmaüs Défi



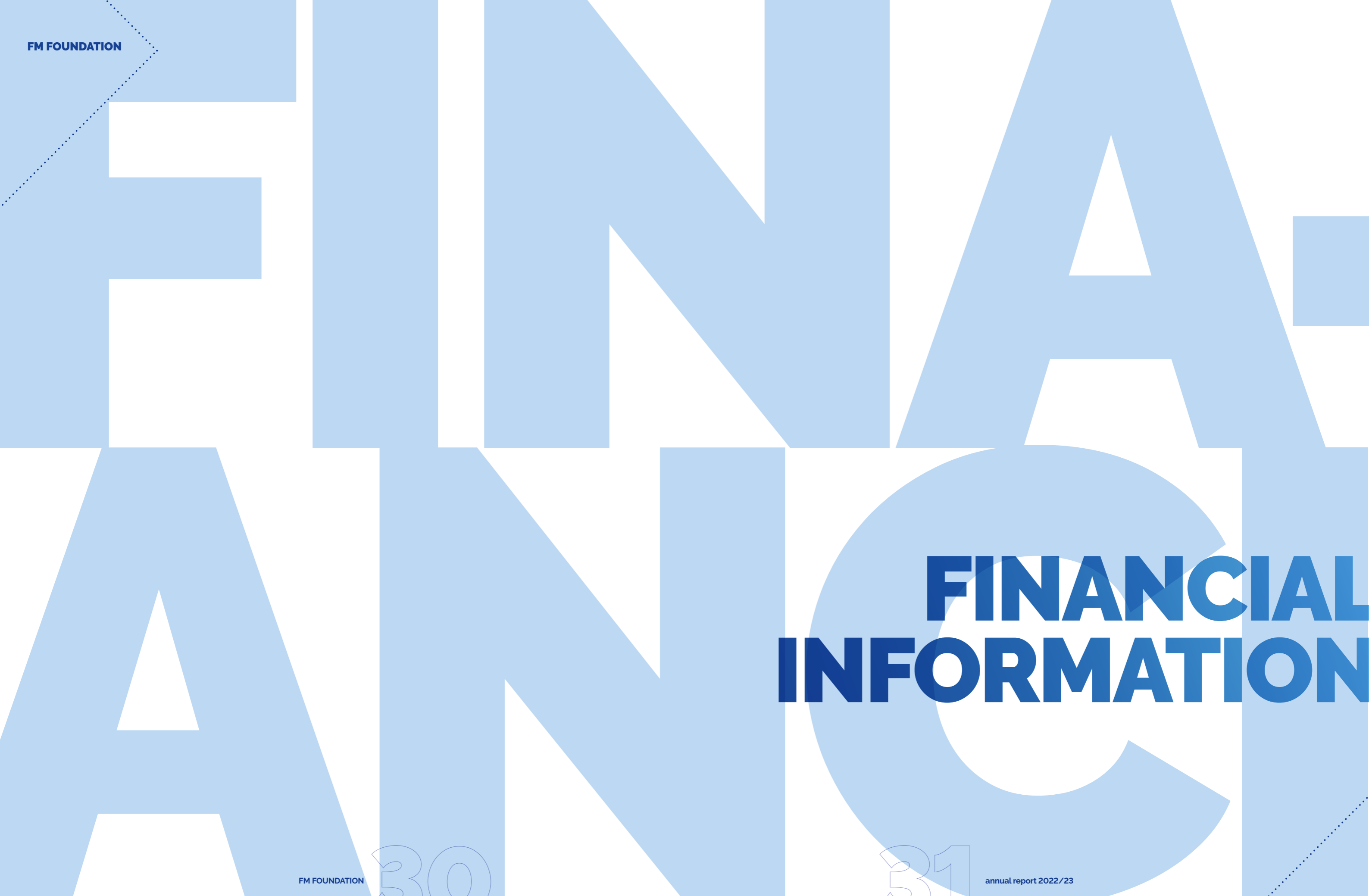
SLOVAKIA
Baking cakes to sell to FM employees to finance a school trip



FRANCE
Toy donations for Emmaüs Défi



SPAIN
Baking and selling cakes for a hospice



**FINANCIAL
INFORMATION**

Balance sheet

	31.03.2023	31.03.2022
ASSETS		
Intangible fixed assets	€ -	€ -
Tangible fixed assets	€ -	€ -
Financial assets	€ -	€ -
FIXED ASSETS	€ -	€ -
STOCKS AND WORK-IN-PROGRESS	€ -	€ -
Available funds	€415,228	€438,777
CURRENT ASSETS	€415,228	€438,777
OVERALL TOTAL	€415,228	€438,777

	31.03.2023	31.03.2022
LIABILITIES		
Association funds (non-returnable)	€ -	€ -
Association funds (returnable)	€ -	€ -
Carryforward	€331,255	€324,409
Profit/loss of the financial year	€-30,586	€6,846
TOTAL	€300,669	€331,255
Dedicated funds	€ -	€ -
Provisions for liabilities and charges	€ -	€ -
TOTAL	€ -	€ -
Financial debts	€ -	€ -
Trade payables and related accounts	€261	€9,763
Debts from legacies or donations	€114,298	€97,759
TOTAL	€114,559	€107,522
OVERALL TOTAL	€415,228	€438,777

Income statement

	31.03.2023	31.03.2022
Founder's donations	€200,000	€200,000
OPERATING INCOME	€200,000	€200,000
Donations	€222,212 ⁽¹⁾	€182,119
Other expenses	€8,358	€11,010
OPERATING EXPENSES	€230,570	€193,129
OPERATING PROFIT/LOSS	€-30,570	€6,871
Financial income	€ -	€ -
Interest and similar charges	€16	€25
FINANCIAL PROFIT/LOSS	€-16	€-25
NET PROFIT BEFORE TAX	€-30,586	€6,846
Extraordinary income	€ -	€ -
Extraordinary expenses	€ -	€ -
PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES	€ -	€ -
TOTAL INCOME	€200,000	€200,000
TOTAL EXPENSES	€230,586	€193,154
PROFIT OR LOSS	€-30,586	€6,846

(1) Detail of donations *in euros*:

500.00	Vincent de Paul Foundation (Corporate)
13,200.00	Spoldzialnia Foundation (Poland - emergency fund Ukraine)
7,000.00	NGO Concordia (Romania - emergency fund Ukraine)
6,800.00	NGO Mladita (Romania - emergency fund Ukraine)
2,987.50	Detskom Domove Sered (Slovakia)
1,000.00	Donationss Lions Club Phalsbourg (Corporate - emergency fund Ukraine)
4,628.00	SOS Children's Villages (Ukraine)
500.00	Vilodec Association (Corporate - emergency fund Ukraine)
5,000.00	NGO Concordia (Romania)
40,000.00	Emmaüs Défi (France)
500.00	Donations Lions Club Sarrebourg (Corporate)
8,400.00	XV Hortaleza Madrid Foundation (Spain)
1,500.00	Partage et Solidarité Association (Corporate)
3,000.00	Apprentis d'Auteuil (France)
650.00	Accueil et Relais Association (France)
10,050.00	FM France - Apprentis d'Auteuil (France)
3,000.00	Detskom Domove Sered (Slovakia)
3,500.00	Porta Vitae Foundation (Poland - emergency fund Ukraine)
7,984.71	Work for Equality (India)
11,000.00	Robinson Foundation (Poland)
-23,285.80	Adjustments to provisions and cancellations of grants
114,298.00	Provisions for grants payable

The FM Corporate Foundation's annual financial statements have been approved in accordance with the provisions of the regulations ANC 2018-06.

1. Corporate purpose

The creation of the FM Corporate Foundation was authorised by the prefectural decree of 17 May 2017, which was published in the French Journal Officiel on 24 June 2017. On 4 May 2022 a prefectural decree authorised the prorogation of the FM Foundation for a further 5 years. The FM Corporate Foundation is a non-profit legal entity of general interest whose social purpose is to support, accompany and co-construct social innovation projects, initiated and/or led by FM Group employees, in the fields of social integration and child welfare. The Foundation gives priority to projects of general interest located near its current or future sites. The statutory competent bodies of the entity have set various objectives to achieve the corporate purpose. These objectives constitute the «project of our entity» for which reserves are constituted if necessary in our funds.

2. Resources used

The main means used by our entity to carry out the activities described above are payments from the founders and the provision of free staff by FM Group subsidiaries. The multi-annual action programme allocated to the FM Corporate Foundation amounts to **€1,000,000** of which €200,000 will be paid annually from 1st April 2022 until 31 March 2027.

This sum corresponds to cash payments and is paid by the founders as follows:

- For **FM HOLDING**, a payment of a total amount of **€5,000**
- For **FM HOLDING CORPORATE**, a payment of a total amount of **€15,000**
- For **FM LOGISTIC CORPORATE**, a payment of a total amount of **€490,000**
- For **FM FRANCE**, a payment of a total amount of **€450,000**
- For **BATILOGISTIC**, a payment of a total amount of **€40,000**

3. Allocations and Consumable equity

As at 31 March 2023 endowments are not expendable. The entity's policy on the consumption of the expendable allocation is unchanged. As a reminder, expendable allocations represent assets that are intended to be consumed according to an annual forecast budget.

4. Off-balance sheet commitments

A. RECEIVED COMMITMENTS

In application of the statutes, the founders will pay the FM Corporate Foundation as part of the multi-annual action programme:

- **€200,000**, at the latest by 1st July 2022
- **€200,000**, at the latest by 1st May 2023
- **€200,000**, at the latest by 1st May 2024
- **€200,000**, at the latest by 1st May 2025
- **€200,000**, at the latest by 1st May 2026

B. GIVEN COMMITMENTS

None.

5. Key events of the year

None.

6. Post-closing events

None.

ANNUAL REPORT 2022/23

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