

GLOBAL-E ONLINE LTD.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Global-e is committed to conducting business in a manner that respects the dignity and human rights of all workers. Global-e does not tolerate modern slavery, human trafficking, forced or child labour, or any other exploitative labour practice in its operations, in the operations of its business partners, or in its supply chains.

Global-e's commitment is set out in its Modern Slavery and Human Trafficking Policy. This statement should be read alongside that Policy and its other governance documents, which can be found on its [website](#).

This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act 2015. It is made by Global-e Online Ltd. on its own behalf and on behalf of certain consolidated subsidiaries that are directly covered by disclosure obligations under that Act.¹ This statement covers the financial year ended 31 December 2025.

Structure, operations, and supply chain

Global-e Online Ltd. (NASDAQ: GLBE) was incorporated in Israel in 2013 and is headquartered in Israel. Together with its consolidated subsidiaries (collectively, "Global-e"), Global-e is the world's leading platform enabling and accelerating global, direct-to-consumer e-commerce, offering online shoppers in over 200 destinations worldwide a seamless, localised shopping experience. Its services include localised checkout, multi-currency pricing, calculation and collection of duties and taxes, localised payment methods, cross-border logistics, customer service, and returns.

As of 31 December 2025, Global-e employed approximately 1219 employees in 20 countries. A complete list of Global-e Online Ltd.'s subsidiaries as of the end of the reporting period can be found in Exhibit 8.1 to its Annual Report on Form 20-F filed with the U.S. Securities and Exchange Commission.

Global-e supports the sale of products offered by the brands and retailers who are Global-e's customers, through the Global-e platform, primarily internationally and, in certain markets, domestically. The goods sold are fulfilled by and at the retailer's own warehouse (or that of its third-party logistics provider), and are then shipped to the consumer. Global-e does not operate warehouses or handle the retailer's inventory. The supply chain for the goods sold through the platform — including warehousing, consolidation, freight, customs clearance, final-mile delivery and returns — is operated by the retailer or by third parties engaged by the retailer. In some cases, Global-e arranges the international shipping leg through third-party carrier partners.

Global-e's supply chain consists primarily of technology and business service providers. Global-e uses third party cross-border logistics, and fulfilment partners, last-mile delivery carriers, outsourced customer service and business process providers, payment service providers, facilities and office services providers, and other third parties engaged in the delivery of the Global-e platform.

¹ This statement is made by Global-e Online Ltd. on its own behalf and on behalf of the following consolidated subsidiaries, which are directly covered by disclosure obligations in the United Kingdom:

Globale UK Ltd.; Flow Commerce UK Limited; Borderfree UK Limited; Global-e PayCo UK Limited.

Global-e Online Ltd. and its consolidated subsidiaries share the same core business operations and supply chains as well as the modern slavery policies, processes, and risks described in this statement.

Global-e does not manufacture, design, or source the goods sold through the Global-e platform; those goods are sourced, owned, and marketed by the brand and retailer customers who use the platform to reach international consumers.

Policies

Global-e maintains policies designed to prevent modern slavery, uphold human rights, and set clear standards of conduct for its workforce and for third parties with whom it does business, including Global-e's Modern Slavery and Human Trafficking Policy, Code of Business Conduct and Ethics and Anti-Bribery and Anti-Corruption Policy.

Global-e's Modern Slavery and Human Trafficking Policy prohibits the use of modern slavery, human trafficking, forced labour, and child labour in any part of its operations or supply chain, and communicates the standards it expects of its own workforce and of the third parties with whom it does business.

Risks of modern slavery and actions taken to assess and reduce risks

Global-e takes a risk-based approach to identifying and managing modern slavery risks. Because Global-e is a service provider that does not manufacture, own, or resell physical goods, its inherent modern slavery exposure differs from that of businesses with production supply chains. Global-e considers the areas of highest inherent risk within its operations and supply chain to be its cross-border logistics, warehousing, fulfilment and last-mile delivery partners; outsourced customer service and business process providers; and facilities services such as cleaning, catering and security at its office locations. Global-e also takes account of the jurisdictions in which these services are performed, and gives particular attention to countries or regions of concern.

Global-e employees are engaged freely under written contracts of employment, are remunerated in accordance with applicable minimum wage and working time requirements, and are afforded safe working conditions in compliance with applicable law in each jurisdiction in which it operates. Global-e's recruitment and employment practices are designed to prevent forced labour, coercion, and other exploitative practices.

In relation to its third-party providers, Global-e expects the same standards to be upheld. Its Vendor Code of Conduct and its Modern Slavery and Human Trafficking Policy set out the standards it expects of third parties. Where applicable, third-party providers also verify their compliance with the Vendor Code of Conduct, and Global-e seeks to include additional contractual provisions requiring compliance with applicable modern slavery legislation and prohibiting suppliers from sub-contracting their obligations to Global-e without its prior approval.

Due diligence processes and remediation

Global-e has zero tolerance for slavery and human trafficking, and expects the same of those in its supply chain. Global-e current approach focuses on communicating the standards expected of third parties through its Vendor Code of Conduct and Modern Slavery and Human Trafficking Policy and, where applicable, incorporating relevant requirements into its contracting processes.

Global-e is committed to reviewing any credible concern of potential modern slavery, forced labour, or other Code of Business Conduct or Vendor Code of Conduct violations. Employees, contractors, and third parties can raise concerns through the Company's internal reporting channels or anonymously through its [reporting](#)

[system](#), without fear of retaliation. Where a credible concern is substantiated, Global-e would take appropriate action.

Training

Global-e provides training to its employees on its Code of Business Conduct, which addresses modern slavery and human trafficking. Global-e keeps the training it provides under review to ensure that it reflects current good practice.

Assessing the effectiveness of Global-e's actions

During the reporting period, Global-e assessed the effectiveness of its actions to prevent and address modern slavery risks through the following measures: monitoring of completion rates for Code of Business Conduct and modern slavery training; review of the reports received through its reporting system, including the number and nature of any concerns raised in relation to labour practices; and annual review of the policies that underpin it. As of 31 December 2025, no complaints have been made.

Approval

This Modern Slavery and Human Trafficking Statement was approved by the Board of Directors of Global-e Online Ltd., and was also approved by the Board of Directors of Globale UK Ltd.

Signed:



Amir Schlachet, CEO
Global-e Online Ltd.

Date: September 16, 2026

Signed:



Shahar Tamari, Director
Globale UK Ltd.

Date: September 16, 2026