

## EQUALITY, DIVERSITY AND RESPECT POLICY

Cabify acknowledges, as one of its strategic objectives, the development of working relationships based on equality of opportunity, non-discrimination, respect to diversity, zero tolerance to harassment and compliance with local regulations to ensure human and fundamental rights of its employees.

This Equality, Diversity and Respect Policy is based on ensuring respect to individuality, the acknowledgement of heterogeneity and the eradication of any form of discriminatory behaviour.

Valuing diversity increases awareness around human differences and enhances the ability to understand and appreciate them.

### Main principles of action:

In order to fulfil the objective mentioned above, Cabify commits to:

1. Rejecting any form of **discrimination** against race, age, gender, color, marital status, nationality, beliefs, or any physical or social related qualities between employees, and value diversity as an asset that contributes to creativity and innovation.
2. Consolidating a **culture of respect** for people, favouring an open attitude to **diversity** regarding Cabify's stakeholders.
3. Guaranteeing, on the one hand, the right to **effective equality of opportunities and treatment** of all employees and partners, with no exception, enabling them to grow personally and professionally to give the best of themselves; and, on the other hand, to avoid any type of **occupational discrimination** in the areas of access to employment, promotion, professional classification, training, compensation, work-life balance and other working conditions.
4. Rejecting any instance of **harassment at the workplace**, as well as any behaviour that is violent or offensive to the rights or dignity of people. Showing respect for others is the responsibility of the company at a global level and extends both to the relation between employees and to their relation with drivers, customers, suppliers, employees and other

stakeholders. We all must contribute to guarantee a working environment in which dignity is respected.

Cabify is explicitly against, and will not tolerate, any instance of harassment at work, regardless of who the victim or the harasser are in the situation reported. This behaviour is unacceptable both within the company and in relation to our stakeholders.

All the above considered, Cabify commits to:

a. Developing the **principle of equal opportunities**, implementing any measures and actions that may be required to achieve real equality and to avoid direct and indirect discrimination at all levels of the organization.

Respect for diversity and the principle of equal opportunities must be present in all internal processes of people management, such as: access to employment, promotion and professional development, compensation, training, performance evaluation and communication.

b. Implementing **action plans** that promote effective gender equality, guaranteeing professional development in equal opportunities.

c. Creating **integration plans** for other specific groups, with special attention to people with disabilities.

d. Promoting knowledge of other cultures and ways of doing things in the countries where the company operates.

e. Facilitating the collaboration of people from different countries and areas so that everyone can enrich and make a contribution to our task with their different perspectives.

f. Committing to diversity and having a zero tolerance to harassment throughout Cabify, both regarding relations between employees regardless of their position in the company and the relations of employees with drivers, customers, partners, employees and stakeholders.

g. Investigating claims with confidentiality, handling them in a respectful, responsible and agile manner, and adopting the appropriate disciplinary measures against the harasser, as well as protecting

employees from any retaliations for having filed the complaint or for having given account of the matter.

- h. Sharing this policy with the staff, communicating it to them and making sure they have understood it and are committed to it.

Cabify urges its Management and other employees in charge of teams to be committed to all the principles mentioned above, to be an example regarding the respect to diversity and to equality in opportunities and treatment, and to take any required actions to ensure compliance.

It also urges all the staff to watch compliance of these principles of action, and to ensure everyone is treated with respect and dignity, in a harassment-free environment.

In accordance with this Policy, Cabify commits to developing an **Action Plan** on equality, non-discrimination and anti-harassment measures, implementing any actions that may be required and adapting them to the different countries we operate in and to our commercial activities.

A multidisciplinary group will be created to monitor the activities put into action and to ensure compliance with the Plan.