

cabify

Mobility with Impact



Sustainability
Report 2022

Introduction

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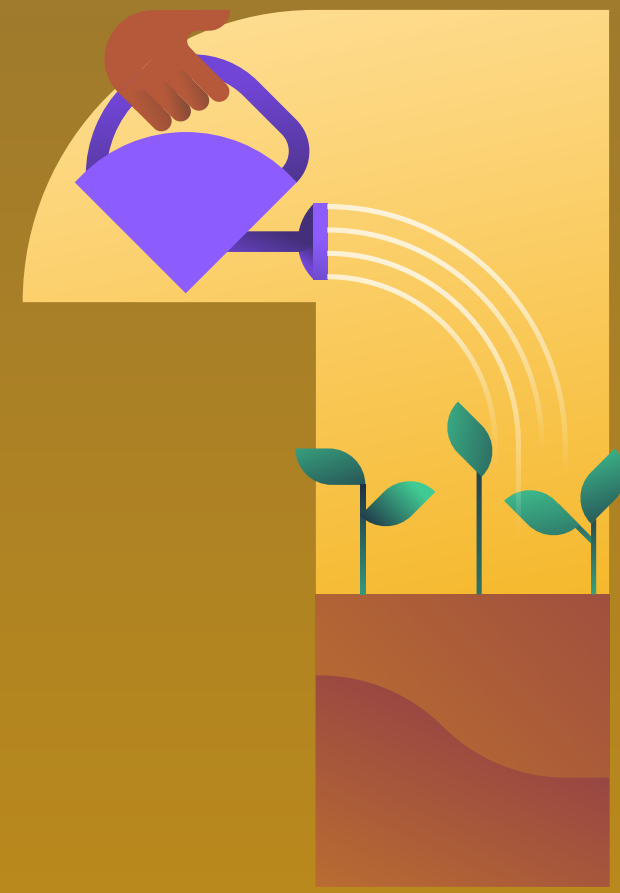
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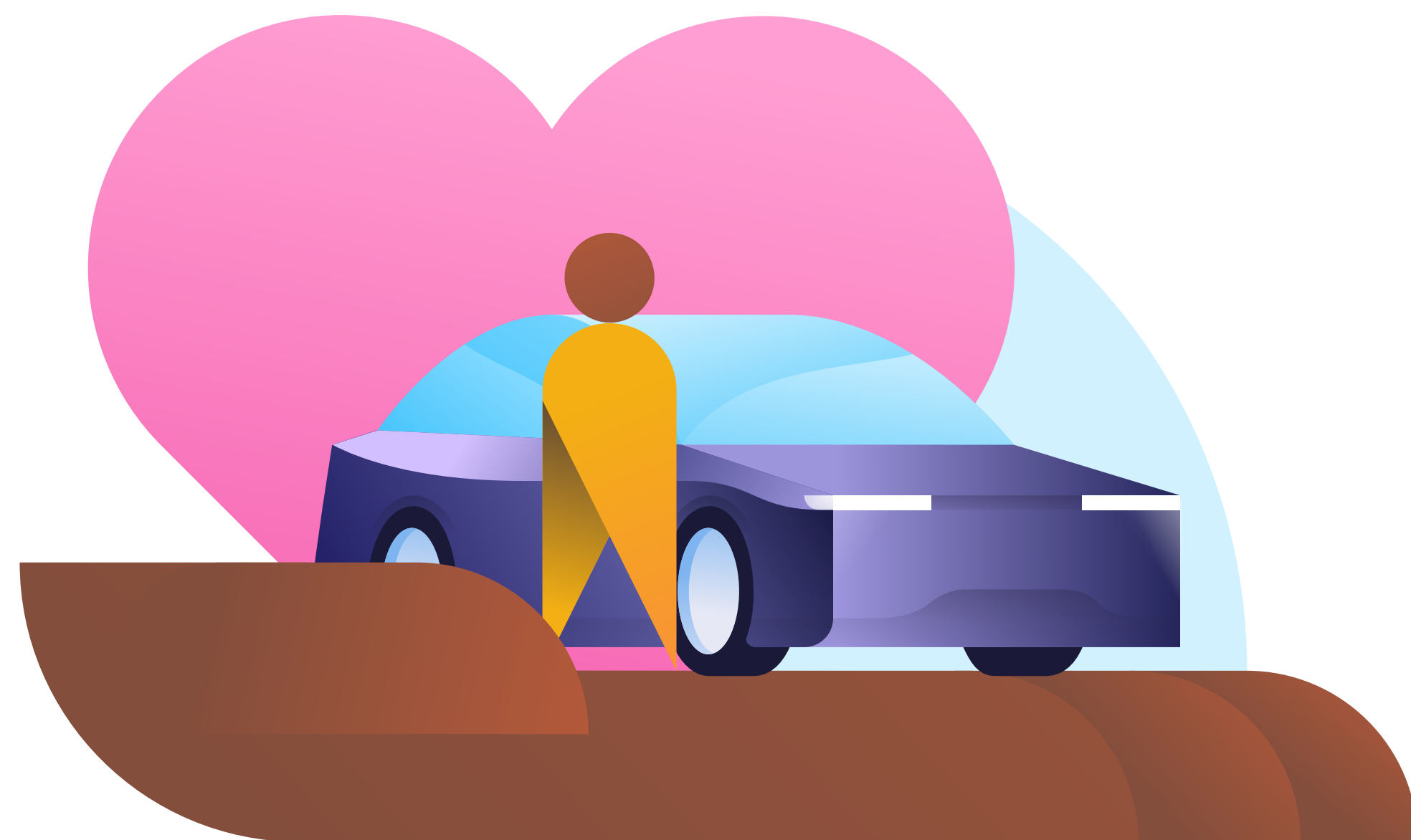
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0.1 CEO'S Letter



Talking about cities today means talking about 56% of the world's population.¹ This percentage continues to grow, as does the capacity of cities to create economic and social value for their inhabitants. And the externalities that impact our planet are also growing. We must ask ourselves question on the role of urban centers in the aggravation of, or solution to, the challenges we face.

At Cabify, we have been asking questions and providing solutions for our cities for 12 years. We are a multi-mobility company whose purpose is to help in this urban transformation, providing an alternative to the private car. Thanks to the commitment and effort of more than 1,000 people in our team in Spain and Latin America, we are leading the evolution of mobility towards a more sustainable, efficient, safe and inclusive model.

We assimilate the growth of our activity with the impact we are able to generate. To define our impact, we have a Sustainable Business Strategy that inspires our objectives. Over the past year, we have developed numerous product and service initiatives that reinforce the quality and security of our platform. As a result, Cabify is becoming increasingly universal, increasing coverage in the cities where we operate and expanding our platform to new urban centers. Every day more and more passengers, drivers and companies are moving with us and value our platform positively.

Building cities that 'work' for people means building cities that are inclusive, sustainable and resilient. Technology is the main tool we use to solve the problems we face today and, above all, to design a better model for the future. We are determined to be part of the solution to the challenges that will mark the next decade. We are part of the UN Global Compact to contribute to the Sustainable Development Goals. If we think about the future of urban mobility, it will either be sustainable or it won't exist.

At Cabify we promote this sustainable mobility with an environmental roadmap that puts technology and digitalization at the service of emissions reduction and efficiency. The progress we are making indicates that we are heading in the right direction. During 2022, trips managed through our app have generated significantly lower average emissions. For example, in the case of Spain, despite the growth of our activity, our emissions have decreased by 3% compared to 2021. We have managed to reduce our carbon footprint per kilometer (CO₂ g/km) by 10.8% in Spain and 14.8% in Latin America.

To continue generating a positive impact on our cities, we are committed to sustainable growth. We have demonstrated the ability to generate our own resources, which we reinvest in building high value-added services and products for our users, corporate mobility customers and collaborating drivers. Thanks to this strategy, we expect to invest US\$300 million in Latin America alone in the coming years. In this region we are celebrating 10 years of trajectory, we were a pioneer application and we maintain a firm commitment to promote mobility.

One of the keys to the success of our trip is that we do not do it alone. We have allies in our community that strengthen us, such as the European Investment Bank (EIB), which has backed our fleet electrification project in Spain with a loan of 40 million euros. Also joining Cabify as investors include Mutua Madrileña, Orilla Asset Management and AXIS through Fond-ICO Next Tech. They are strategic partners, aligned with our goal of generating a positive impact and improving our cities.

If we want millions of people to decide not to use their private cars in the city, we must offer them reliable, sustainable alternatives that meet their varied needs. We are aware that we are still some way away from a perfect model and every goal we overcome marks the beginning of a new challenge to tackle. At Cabify, we will continue to take steps to drive technological, business and social change towards the multi-mobility of the future. We're stepping on the accelerator.

0.2 We are Cabify

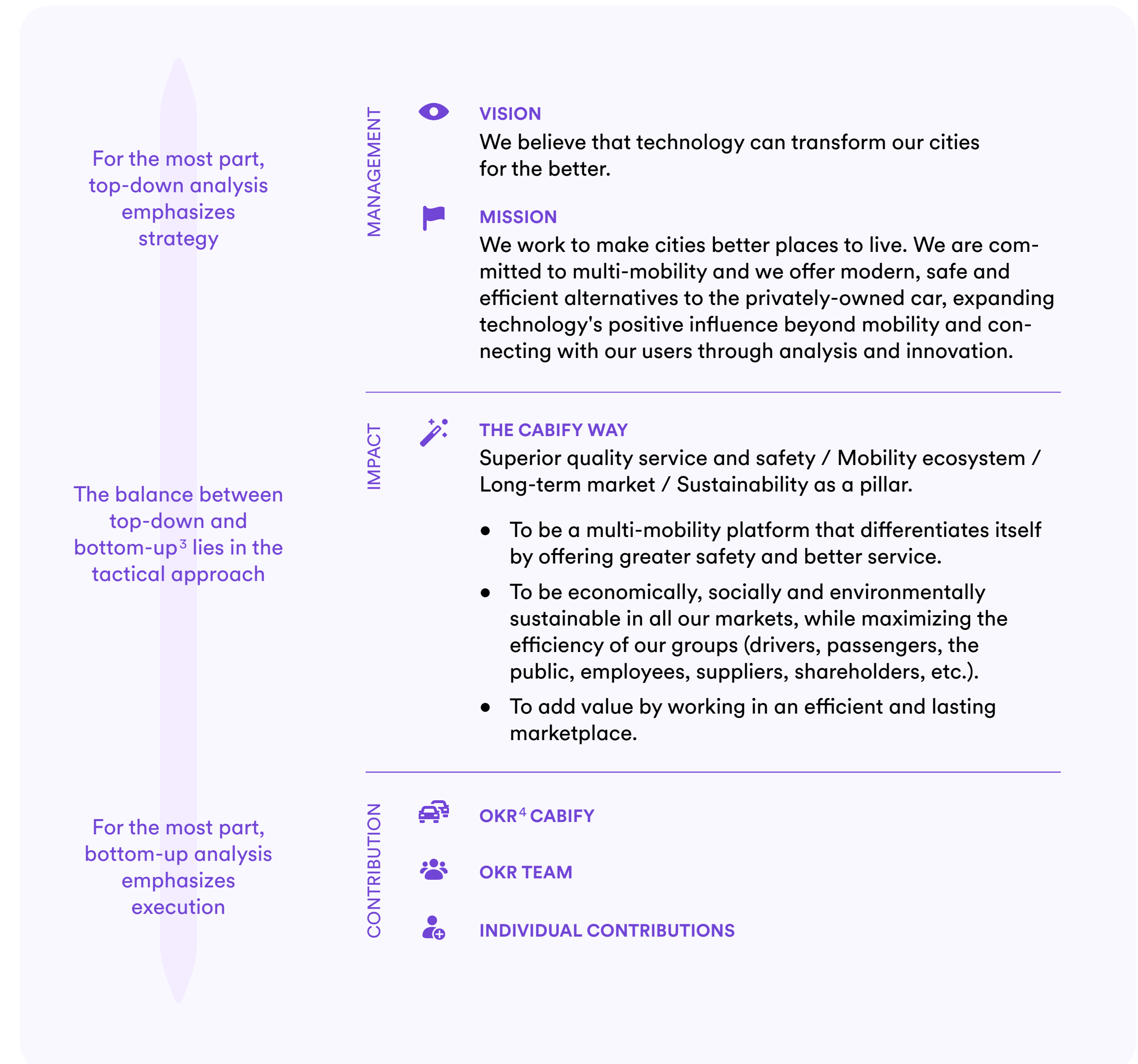
We are passionate about our mission, and so is the journey to fulfill it. We are driven to make cities better places to live, connecting people to the forms of transport that best suit their needs through a more sustainable business model. We seek to offer a future of new possibilities in cities, respecting people and the environment.

What are we?

It seems an easy question to answer, doesn't it? So to take it literally, we're a multi-mobility startup. We operate in 40 cities across Spain and Latin America. We're a team of more than 1,000 people. We reached unicorn² status in 2017 and our favorite color is purple, or "moradul", as our corporate color is officially called.

If we want to delve deeper, the reply becomes a little more complex. We have our own, particular way of reaching Rome, and it's unique and genuine. This is the Cabify Journey, our way of doing what we do... and to get to what we aspire to become.

Cabify Journey












What do we believe in?

We are convinced that cities belong to those who live in them. That's why we believe in a revolution that changes the way we move and one that gives back public space for people to enjoy. We want to be a more sustainable, safe, diverse and quality alternative to the urban use of private vehicles. We encourage you to build with us a new city model where you are the protagonist.




The Cabify multi-mobility ecosystem

TRAVEL TO MOVE AROUND AND LET YOURSELF GO


-  **CABIFY**
The option that combines the best price-quality ratio.
-  **AS SOON AS POSSIBLE**
The closest car to you when you request a journey, with a fixed price
-  **TAXI**
Category that integrates a taxi service at set fares.
-  **GROUP**
Vehicles with capacity for up to 8 people, ideal for moving around as a group.
-  **PLUS**
Cabify quality and premium service in high-end vehicles.

-  **KIDS**
A vehicle from the Cabify category with children's car seats for traveling with little ones.⁵
-  **TAXI ACCESS**
Vehicles adapted for passengers with reduced mobility.⁶
-  **CABIFY WOMEN**
Female-only category that allows female partner drivers to cover only trips requested by women and female passengers to travel only with female drivers.
-  **NEW! ECO**
You will always be picked up by an electrified vehicle, helping reduce the environmental impact of your trip.⁷

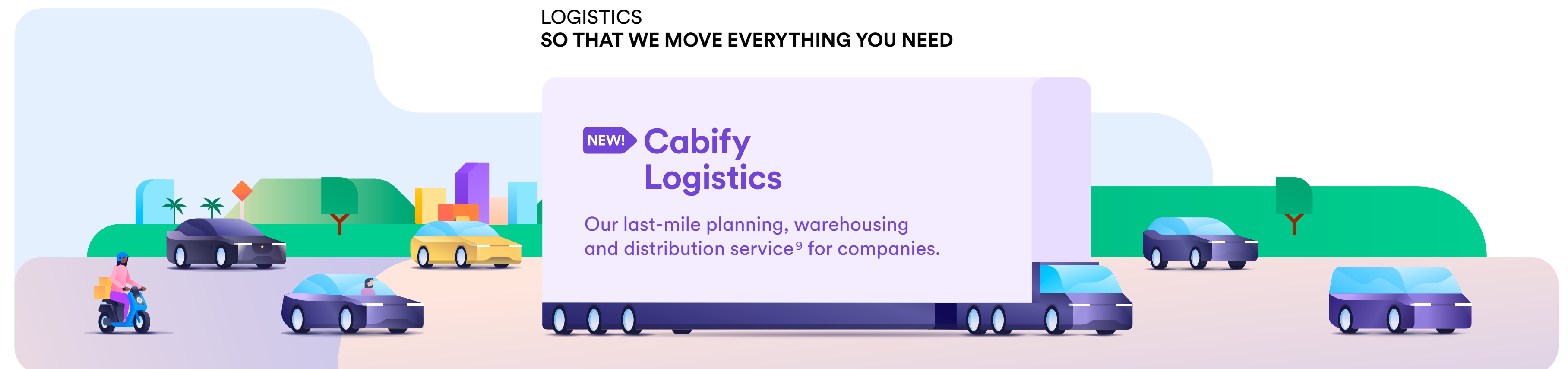
DRIVE⁶ TO MOVE AT YOUR OWN PACE

-  **MOTO**
Electric motorcycles for rent by the minute with two helmets.
-  **SCOOTER⁸**
Use our light and comfortable electric scooters by the minute.
-  **WIBLE**
An on-the-go car that you can use for minutes, hours or days.

SEND TO MOVE WHAT YOU NEED

-  **COURIER**
Service for the collection and delivery of packages from private individuals, either by car or motorcycle.

LOGISTICS SO THAT WE MOVE EVERYTHING YOU NEED



Cabify in the world

Changing cities is a global necessity. In 2022 we have expanded our presence to 46 cities in 8 countries. Whether you live in one of them or are just passing through, we are just a click away to take you wherever you want to go or transport whatever you need. We like to think that as you are reading this, it's guaranteed that somebody is using our services in every one of these places. In fact, 52% of the Spanish population have access to the VTC services with Cabify.

ARGENTINA (8)

Buenos Aires, Campana, Cordoba, Mar del Plata, Mendoza, Rosario, Villa Carlos Paz, Mar del Plata, Zarate

CHILE (4)

Concepcion, Iquique, Santiago, Valparaiso

COLOMBIA (7)

Barranquilla, Bogota, Bucaramanga, Cali, Cartagena, Medellin, Pasto

ECUADOR (2)

Guayaquil, Quito¹⁰

SPAIN (11)

Alicante, Barcelona, La Coruña, Madrid, Malaga, Marbella, Murcia, Santander, Seville, Valencia, Zaragoza

MEXICO (7)

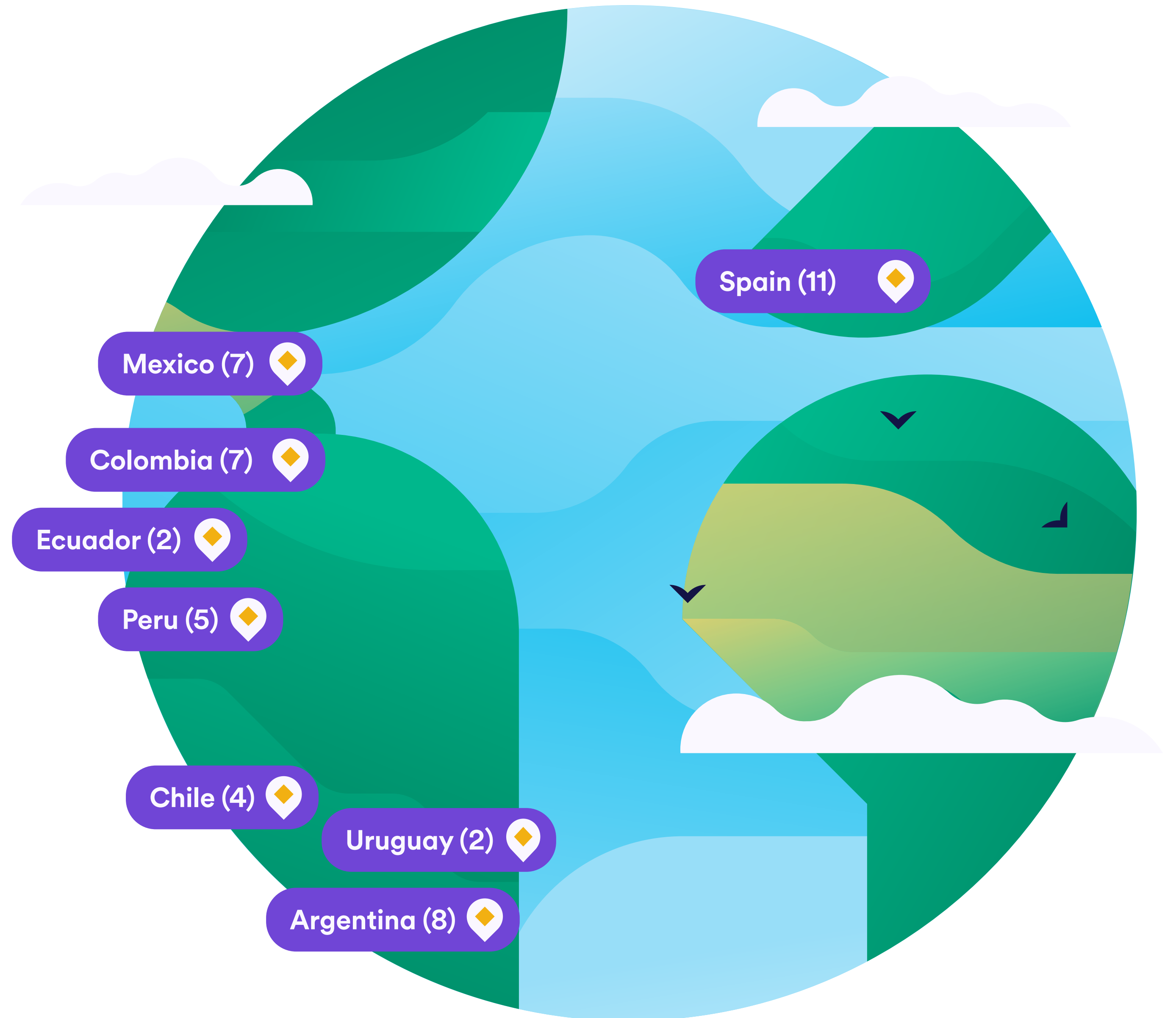
Cancun, Mexico City, Guadalajara, Queretaro, Merida, Monterrey, Puebla

PERU (5)

Arequipa, Cuzco, Lima, Piura, Trujillo

URUGUAY (2)

Maldonado, Montevideo



How do we work?

We work for you, constantly thinking about a model of mobility that improves our cities. Technology is our trump card and our best ally for the positive impact we seek, but it's not everything. The equation is completed by you, whether you're a user, a company or a driver. The more strength we can gather, the more changes we'll achieve. We hope that these principles inspire you as much as they do us.

Our internal principles



WE IMPROVE OUR CITIES

We make a positive impact on society.



WE HAVE AN IMPACT

We try to ensure our actions have a positive value.



WE INNOVATE AND DRIVE CHANGE

We know that innovation requires constant evolution.



WE TRUST, COMMUNICATE AND DEVELOP

We learn from each other.



WE ACT AS CO-OWNERS

We are proud of what we have created.



WE'RE HUMBLE AND POSITIVE

And constructive when dealing with mistakes and adversity.



WE CONTRIBUTE AND WE COMMIT

To be flexible in decision-making.



WE ANALYZE AND SIMPLIFY

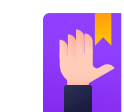
This makes us more efficient when it comes to solving problems.

Our ethical principles



GOOD FAITH

We act with the reasonably founded conviction that we will not harm others.



HONESTY

we always think and act based on truth, reason and honesty.



TRANSPARENCY

We report the reality of the facts, without hiding or manipulating them.



INTEGRITY

We base our decisions on ethical values and principles.



PRUDENCE

Caution: we always act with caution and reserve.



RESPECT AND TOLERANCE

We work with respect and never discriminate against anyone.



SECURITY

We avoid any action that poses a threat to our safety and the safety of others.



COMMUNITY

We are respectful of the city and the environment, and we build community.

0.3 Sustainable Business Strategy 22–25

Our sustainability efforts for the coming years take shape with the Sustainable Business Strategy 22–25. Aligned with the current context and based on the results of the new materiality analysis, the Strategy has been created and is executed with the participation of the entire Cabify team, in order to have a clear focus of our sustainability actions and, therefore, the roadmap of projects.

Challenges + risks = opportunities

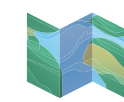
	PRINCIPAL CHALLENGES AND RISKS	CONTEXT	OPPORTUNITIES
DEMOGRAPHIC	ECONOMIC INEQUALITY	<ul style="list-style-type: none"> – 99% of the world’s population hold less wealth than the richest 1%.¹¹ – Economic and social inequalities increase with the growth of cities. 	<ul style="list-style-type: none"> – We create stable and quality employment, generating opportunities in the technology sector in our offices, for collaborating drivers, income for groups at risk of social exclusion (such as the long term unemployed, young unemployed people or older unemployed people, etc.). – We improve and expand our range of transport on offer, contributing to a more inclusive and participative society.
	DEMOGRAPHIC GROWTH AND OVERPOPULATION IN CITIES	<ul style="list-style-type: none"> – Over 50% of the world’s population live in urban areas. By 2045, the world’s population will grow 1.5 times to reach 6 billion.¹² – 25% of the world’s population are elderly people and people with disabilities.¹³ – The horizontal growth of cities multiplies journey distances. 	<ul style="list-style-type: none"> – We will continue to strengthen our comprehensive, forward-looking multi-mobility offering: cleaner, inclusive and accessible, complementary to public services and an alternative to the private vehicle. – We expanded into new areas with greater public/urban mobility difficulties. – We contribute to making cities more inclusive and accessible, so that anyone, regardless of their circumstances, can use Cabify.
	RAPID CHANGES IN THE DYNAMICS OF MOBILITY	<ul style="list-style-type: none"> – Increased awareness among the public in relation to their impact on the use of transport. – Increase in the offer of mobility services. – Remote work remains a growing phenomenon and an option for many. 	<ul style="list-style-type: none"> – Our business model is differential, based on building a superior service that commits to a sustainable ecosystem from an economic, social and environmental perspective. – We diversify our services to respect the different transport needs of our current and potential clients (both companies and individuals).
ENVIRONMENTAL	CLIMATE CRISIS	<ul style="list-style-type: none"> – The effects of climate change will be irreversible from 2030.¹⁴ – In recent years, human activity has generated greenhouse gas emissions at record levels. We have only witnessed deceleration of these levels during the Covid crisis. <p>+ More information at Climate crisis: What point are we at?</p>	<ul style="list-style-type: none"> – We’re advancing towards sustainable multi-mobility, seeking the lowest possible environmental impact, which identifies us as a brand. – We offer electric and eco-efficient transport among our mobility alternatives. – We are committed to achieving a decarbonized fleet in all markets where we operate. – Our technological improvements reduce the kilometers driven by drivers without passengers. – We align ourselves with the most demanding commitments for the reduction and compensation of emissions.
	REGULATION OF MOBILITY	<ul style="list-style-type: none"> – Legislation is not adapted to the new reality and the context of multi-mobility demanded by citizens. – Tendency to stigmatize new transport alternatives. 	<ul style="list-style-type: none"> – Collaborate proactively with regulators to respond to the current and future mobility needs of citizens. – Believe in the coexistence of new forms of mobility alongside more traditional forms through public policies and programs, and the will of all actors. – We put ourselves forward to bring technology to all forms of transport, including traditional forms, to increase the efficiency of services (availability and efficiency) and reduce our carbon footprint.
SECTORAL POLICIES	INSECURITY STARTS WITH PHYSICAL INTEGRITY	<ul style="list-style-type: none"> – Safety is a key issue for passengers and drivers. – The higher the economic inequality and deprivation, the higher the levels of citizen insecurity and violence. 	<ul style="list-style-type: none"> – Our ethical principles guide the behavior of our community. – We implement constant improvements to ensure the physical integrity of passengers and drivers. – We strengthen safety through real-time journey traceability.
	INFLATIONARY ENVIRONMENT	<ul style="list-style-type: none"> – Complex economic scenario, with a worldwide inflationary effect. 	<ul style="list-style-type: none"> – The intelligence of our platform allows us to continuously seek maximum efficiency in travel, maintaining a dynamic environment on price changes, making us even more competitive in the market.
	DATA PRIVACY AND CYBERSECURITY	<ul style="list-style-type: none"> – The value of assets that are not physical in nature now represents 90% in organizations.¹⁵ – In 2021, identity theft records were broken, up 23% from the previous all-time high.¹⁶ 	<ul style="list-style-type: none"> – Our security policy, which extends to both hardware and software levels, assures our customers, investors and partners that our use of data exceeds traditional security standards. – We make ethical use of data and we are constantly strengthening our information security systems.

Materiality: Listen to learn, consulting to realign

At the end of 2021 we decided it was time to update the sustainability issues most important to us. To this end, we analyzed in detail different topics of which we evaluated their impact in two ways: from Cabify outwards –on people and the planet– and from outside –from people and the planet– in Cabify.

It was not our first time. In 2019 our first materiality analysis was published. However, the depth and specificity of this new analysis has provided us with great value. In addition, we have been guided by the guidelines of the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), the new Corporate Sustainability Reporting Directive (CSRD) and the European Financial Reporting Advisory Group (EFRAG).

OUR NEW MATERIALITY ANALYSIS HAS BEEN THE BASIS FOR DEFINING...



OUR NEW STRATEGY



OUR REPORTING MODEL



OUR RELATIONSHIP WITH STAKEHOLDERS



AREAS OF GREATEST POTENTIAL EFFICIENCY

The result? These are the 20 material issues with the greatest impact for Cabify and its stakeholders.

CABIFY'S IMPACT ON PEOPLE AND THE PLANET



IMPACT OF PEOPLE AND PLANET AT CABIFY

● People ● Planet ● Prosperity

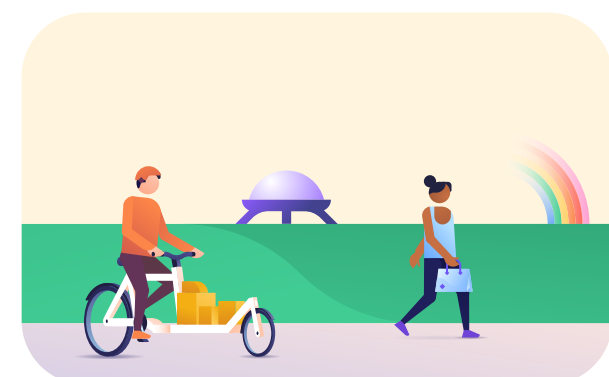
Sustainable Business Strategy 22-25: 3 pillars and 7 levers

Sustainability is not built in the short term; it is a slow-cooking process. It's about analysis and vision and understanding and coming up with a solution to the challenges we find in the present and those we'll have to face in the future, without leaving anyone behind. And so we believe is our Sustainable Business Strategy 22-25.

- 🎯 Focus on what is important
- 🐾 To everyone, for everything
- ♥ Define our roadmap
- 🏠 Aligned with the business
- » Dynamic, like our daily life
- 📈 Ambitious

PILLARS

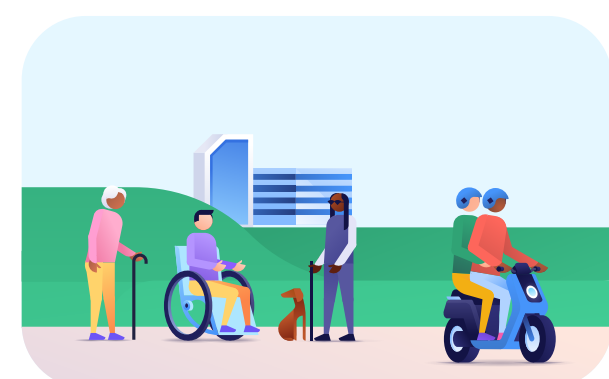
PROSPERITY
CO-PILOT
ON OUR TRIP



We imagine better cities to live in. That's why we work to create them, without leaving anyone behind.

As a company, we want to go far and, above all, we don't want to do it alone. Here at Cabify, we are aware of the power of technology to improve the day-to-day life of the societies around us. And we harness that power for the benefit of the community.

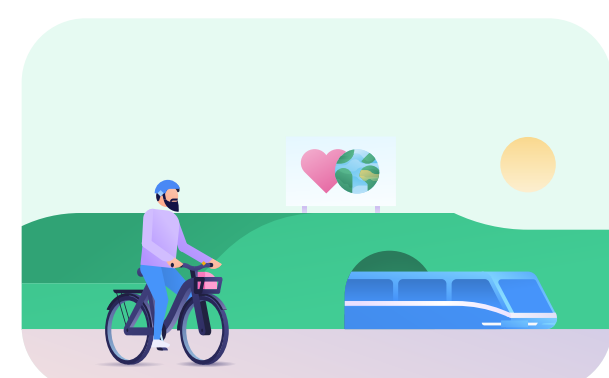
PEOPLE
OUR STARTING
POINT



To take care of what surrounds us, the first thing to do is to take care of our own: the people who make Cabify move.

We nurture talent by ensuring that both the team working in our offices and the people behind the wheel share a safe, inclusive, bias-free space where ethical behavior reigns.

PLANET
THE REASON
TO GO FURTHER



Taking care of our home is paramount. We take into account the impact of our decisions on the planet.

Keeping our feet on the ground means thinking about the effect that every step we take has on the earth. We know that, as a company and as citizens, we owe a debt to the planet. That's why we are aware of the impact we have on it, working to minimize that impact and looking beyond it to protect our environment.

LEVERS

A DYNAMIC AND FLEXIBLE BUSINESS MODEL

Mergers and acquisitions
Governance
Multi-mobility

MOBILITY THAT TRANSFORMS REALITIES

Urban growth
Availability, accessibility, acceptability and quality of transport
Health and safety of users

TECHNOLOGY THAT ADDS VALUE, INNOVATION THAT ADDS UP

Cybersecurity and privacy
Innovation and technology

MORE TRANSPARENCY MAKES US STRONGER

Brand and communication
Relationship with stakeholders

CORPORATE CULTURE BASED ON INTEGRITY

Corporate culture and ethical standards
Fight against fraud and corruption

TALENT RETENTION IN THE OFFICE AND A PLATFORM FOR GROWTH AT THE WHEEL

Working environment
Equality of opportunity and diversity
Health and safety of employees and collaborators
Professional talent and growth

ALL-IN AGAINST CLIMATE CHANGE

Air quality
Efficient consumption on journeys
Electrification
Climate change risks and opportunities

OBJECTIVES

- Offer at least 4 sustainable mobility alternatives in Cabify's app by 2025.
- 25% of employees participating in volunteer actions by 2025.
- 750.000 citizens positively impacted through our services with a social component and/or social initiatives in local communities by 2025.
- 40 million euros of investment in R&D&I from 2022 to 2025.
- Communicate sustainability content to employees at least once a month during 2022-2025.
- To offer a superior service in terms of quality.
- 100% of employees trained in sustainability and ethics by 2025.
- 75% of suppliers accept our supplier code of conduct by 2025.
- Workforce gender diversity between 40-50% by 2025.
- Facilitate access to the labor market for 70,000 people belonging to social segments with greater employability difficulties by 2025.
- 100% of our office electricity will come from renewable sources by 2025.
- 100% of trips with Cabify in electric or decarbonized vehicles by 2025 in Spain and 2030 in Latin America.

0.4 The Cabify 2022 Community

TEAM

1,009
people
work at Cabify

Gender diversity
45%
are women

eNPS:
62
Average annual
employee satisfaction

SCOPE

8 countries
46 cities

ENVIRONMENT

82%
renewable
energy consumed

+178%
Increase in the
number of km
in electric vehicles

75%
of vehicles in
Spain are ECO

+94%
electric vehicles in
Latin America

15,086
t CO₂
avoided thanks to
various projects

81,500
t CO₂
100% carbon footprint offset in
wind projects or forestry mass



BEHIND THE WHEEL

259
one thousand
users
drivers and
collaborating taxi drivers

ON BOARD

7.6
million
users
used our services

+52% in
Spain
+88% in Latin
America
growth in our company base

TRIPS

91
millions
of trips
mobility and logistics

249
one thousand
trips per day
on average

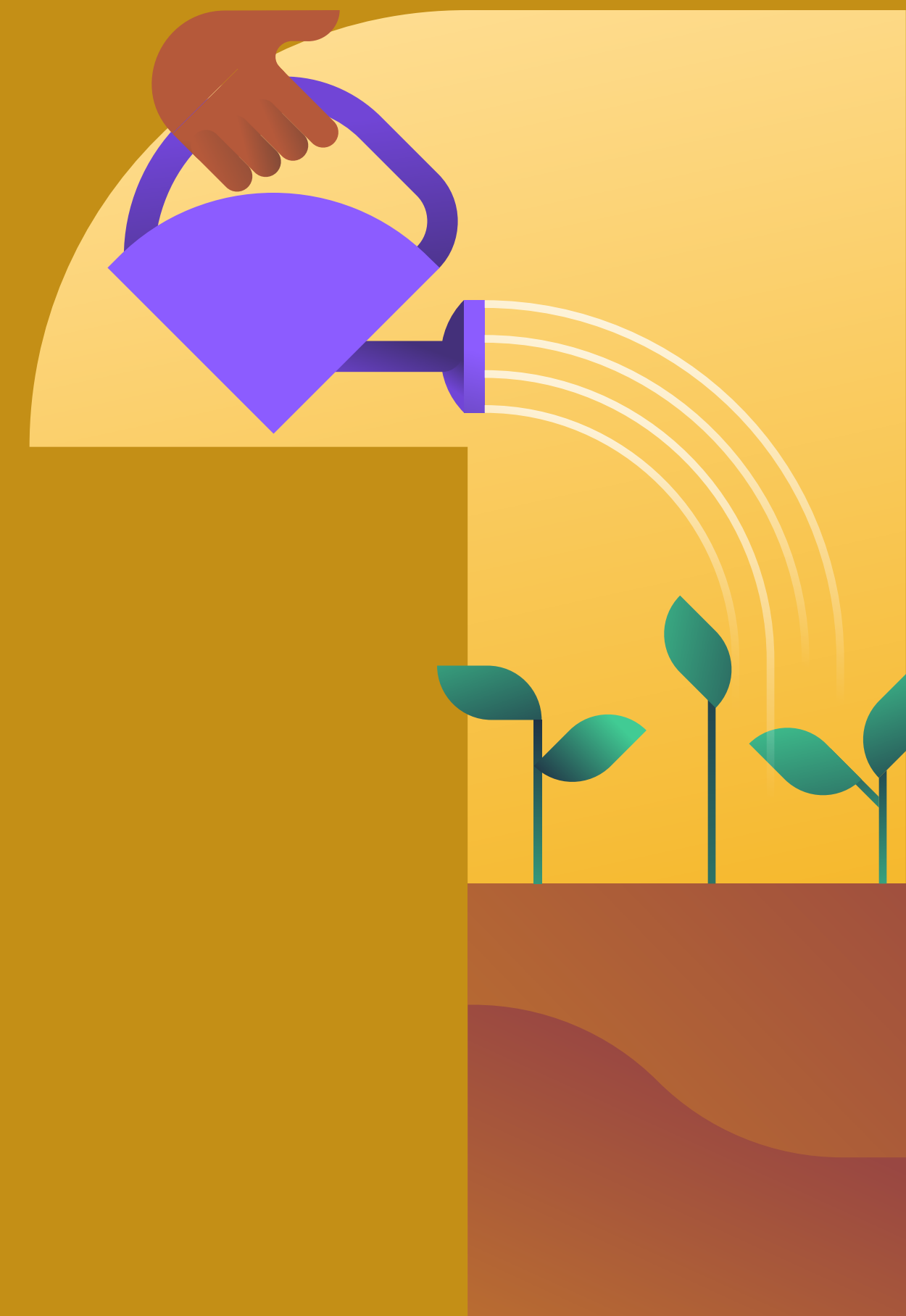
1,012
times to the moon
and back!
That's the equivalent distance traveled
by people who traveled in Cabify

ECONOMIC VALUE GENERATED AND DISTRIBUTED

199.5
million
net sales for the
Spanish market

21.55
million
in taxes paid to the
Spanish tax administration

Prosperity



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Prosperity

Projects and figures

We imagine better cities to live in. That's why we work to create them, without leaving anyone aside.



A dynamic and flexible business model

Mobility that transforms realities

Technology that contributes, innovation that adds up

More transparency makes us stronger

INTERNAL ORGANIZATION



Orchestra

TECHNOLOGY



Explorers: our hackathon

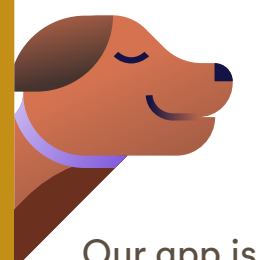


Lots of options, a single app

3rd most influential technology company in Spain

according to the 'Mapping Spain's Tech Sector report'

ACCESSIBILITY



Notification of Guide dog

Our app is
100% accessible

adapted for blind persons and we continue to adapt it every year to make it universally accessible

99 thousand new users

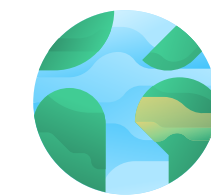
have activated at least one of the settings in our Accessibility Menu on the journey

SOLUTIONS FOR COMPANIES

Our base of companies grew compared to 2021

+52% in Spain

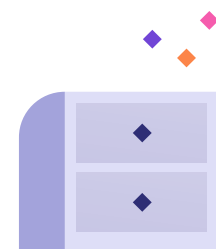
+22% in Latin America



Eco Category



Cabify Solutions



Resources for building Sustainable mobility

More than
3,400
carbon offset certificates for corporate clients!

LOGISTICS



Cabify Logistics

whose activity has growth three-fold since the beginning of 2022

COMMUNITY



Initiatives to build community

Positive impact on

46,543
people
through social initiatives

SECURITY



Travel and risk behaviors



Passenger identity validation by selfie

99,999%
trips completed without an accident-related driver's ticket

Guaranteed
cyber security

90 / 100
Security
Scorecard

ACTIVITY

+29%

Cabify was the transportation solution for 7.6 million users during 2022, 1.7 million more than last year

To the moon and back

1,012
times!

That's equivalent distance traveled by people who traveled with Cabify in 2022

95%

of trips rated as excellent by our corporate clients

FINANCE

Net turnover in Spain

+27%
vs. 2021

21.55
million

Tax contribution to Spanish exchequer

€10.5
million

of certified R&D expenditure

AWARDS

 Double Silver Award at the Effie Awards 2022

 Merco Ranking 2022

 Top 30 most valuable Spanish brands (Kantar Brandz)

 Renault Foundation Award

 Randstad Foundation Award

 Trustmark 2021 (iTrust Consumer Brands)

 Best mobility app for user experience (CXI Index Ranking)



1.1 A dynamic and flexible business model

Our pace is set by cities, places in constant growth and change. That's why we have learned to adapt, to identify points of improvement and opportunities that will take us (and those around us) much further. And we proved that sustainability and business can go hand in hand, in 2019 becoming the first company in the sector to achieve operating profit.

Welcome multimobility

To make cities more livable and allow you to move around better, we felt we had to explore other avenues. Our new destiny, multimobility, already has very solid foundations... What can go wrong if we combine several forms of transport and services to achieve efficient, safe and accessible transport with zero emissions?

To get it right, at Cabify we carry out different analyses to get to know the multimodal passenger in depth¹⁸ especially to understand their expectations, needs, context of use of the different transportation alternatives... and we apply all the resulting knowledge to both our services and the application that allows you to access them.

Get in! We go on a tour to tell you about them.

LOGISTICS SO THAT TE CAN MOVE EVERYTHING

NEW! Cabify Logistics

Our last mile planning, warehousing and distribution service for companies. Aimed at both large companies and small businesses, we have thousands of delivery drivers to offer pick-up and immediate deliveries, as well as warehouses to facilitate successful deliveries.

➕ More information on [Your company, for the best path](#)

91 million

This is the number of trips accumulated in 2022 by all our mobility and logistics solutions, which translates into... 249,000 trips per day!

+29%

Cabify was the chosen transport solution for 7.6 million users in 2022, 1.7 million more than last year

More than 45%

of our passengers recognize us as the application with the most mobility options¹⁷

+26%

Growth in the number of people enjoying two or more services from our multi-mobility ecosystem through 2022



**TRAVEL
TO MOVE AROUND AND LET YOURSELF GO**

A chauffeur-driven car will pick you up wherever you are, efficient and always available.

- **Safety on every trip**
With professional drivers and the highest quality standards.
- **Prices with no surprises**
You know the price of your trip before you order. Affordable and transparent pricing with no surprises.
- **Lots of options**
Cabify, Taxi, ASAP, Group, Plus, Eco... to choose according to your needs and interests.

**DRIVING
TO MOVE AT YOUR OWN PACE**

Absolute autonomy in your trips with different vehicle options.

MOTORBIKES AND ELECTRIC SCOOTERS

- **Easy booking**
Now you can book them directly from the app, just scan the QR of your scooter or motorbike and get going, issuing 0 CO₂.
- **Check that everything is OK**
To make sure that you have parked in the right place and avoid road sanctions, you should take a photo of the vehicle at the end of your trip.

WIBLE

- **High autonomy**
Kia Niro plug-in hybrids for you to drive yourself, allowing you to cover 600 km on a single tank.
- **Total flexibility**
You can access hourly and daily rates, depending on the trip you are going to make and the length of time you need the vehicle.

**SEND
TO MOVE WHATEVER YOU NEED**

Service for the collection and delivery of packages from private individuals, either by car or motorcycle.

- **Small and large shipments**
Vehicles of different sizes, depending on the volume and quantity of things you need to move.
- **Real-time information**
During delivery, you will be able to know the location and time of delivery of the shipment. We also confirm receipt with the recipient.
- **Guaranteed deliveries**
On the double: proof of delivery with the name and ID of the person who receives the package, and delivery code via SMS for the recipient.
- **Demanding shipments**
If your shipment needs special conditions, such as thermal trunk or to maintain the cold chain, we offer maximum adaptation.

+27%
Year-on-year increase
2022 vs. 2021 of the
number of people who
have traveled with Cabify

Motorcycle travel
increased by
+91%
in 2022
There's nothing quite like
going it alone!

You love getting behind
the wheel! Travel
with Wible grew by
+93%
**compared
to 2021**

x3!
Motorcycle shipments
tripled in 2022 in
Latin America

That's how we contribute to economic development

At Cabify we are looking for profitability, but we only get our money's worth if it is sustainable. We know that we can make progress by benefiting the people who are part of our community and positively impacting the rest of society and the environment. We have proven that technology and innovation can be used to add wealth and employment, generating a positive footprint in cities.

Although we will soon tell you in various graphs and figures what this growth translates into, some recent data serve to quantify how our sector contributes to the economy. In the case of private cars with drivers - one of the most prominent services in our multi-mobility ecosystem- and taking Spain for example, we provide mobility solutions to 8 million people, generating 61,000 jobs, moving 2.5 billion euros annually in the domestic economy. In addition, with the upgrading of fleets using more sustainable alternatives, an investment of 800 million is foreseen over the next five years.¹⁹

In addition to seeking profitability and being a leader in the private chauffeur-driven vehicle sector, Cabify is a community. Cabify is the millions of passengers that are stopped by nothing, the many companies that trust us to move around the city and the thousands of drivers who choose us and are the driving force of our day to day. They are at the heart of who we are and we are committed to continuing to sustain a mobility ecosystem that benefits us all as it grows.

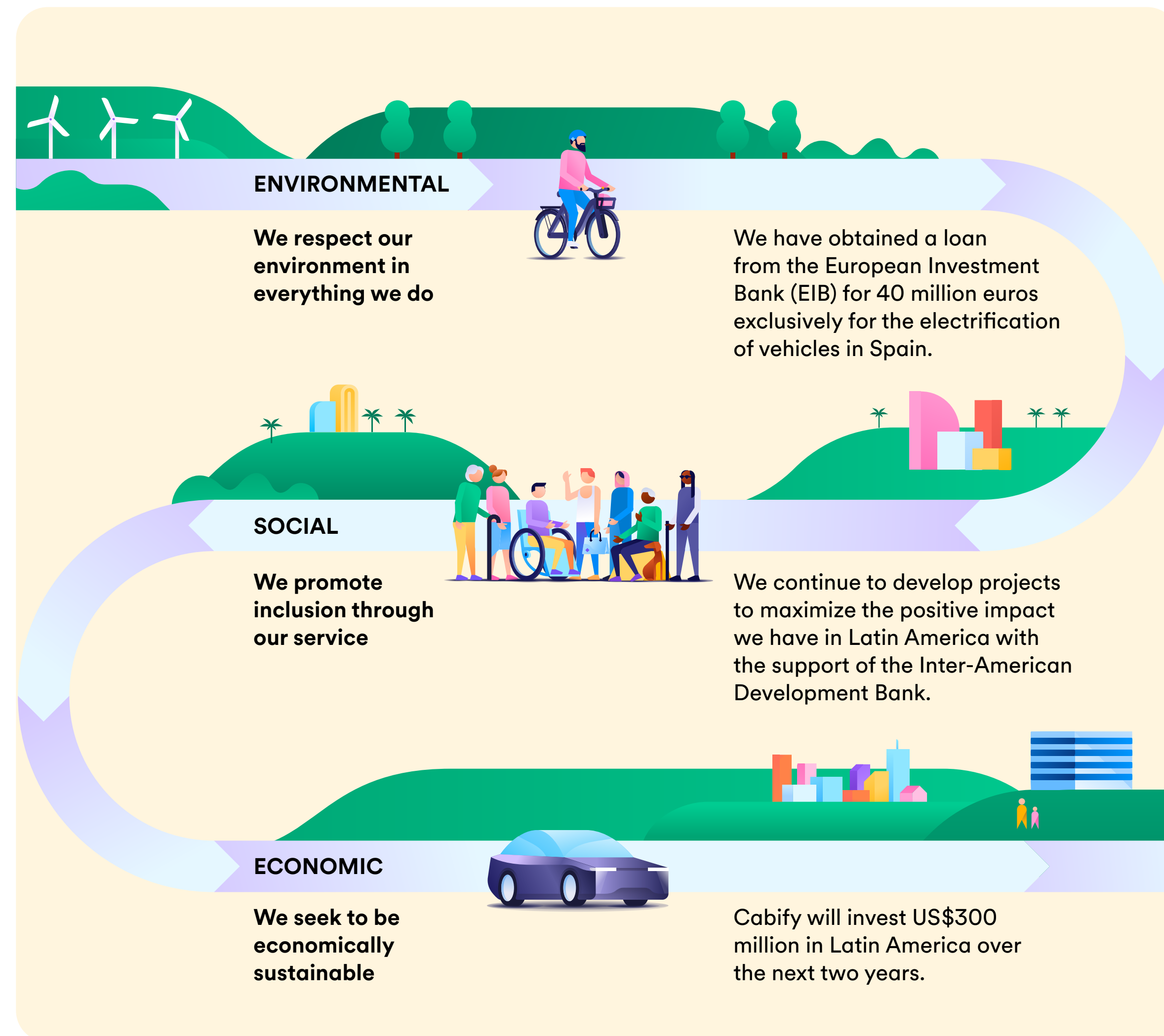
Among those to join Cabify as investors are:

AXIS, Mutua Madrileña and Orilla Asset Management

through Fond-ICO Next Tech

Triple Balance

We are committed to a triple bottom line management model and never lose sight of this responsibility.



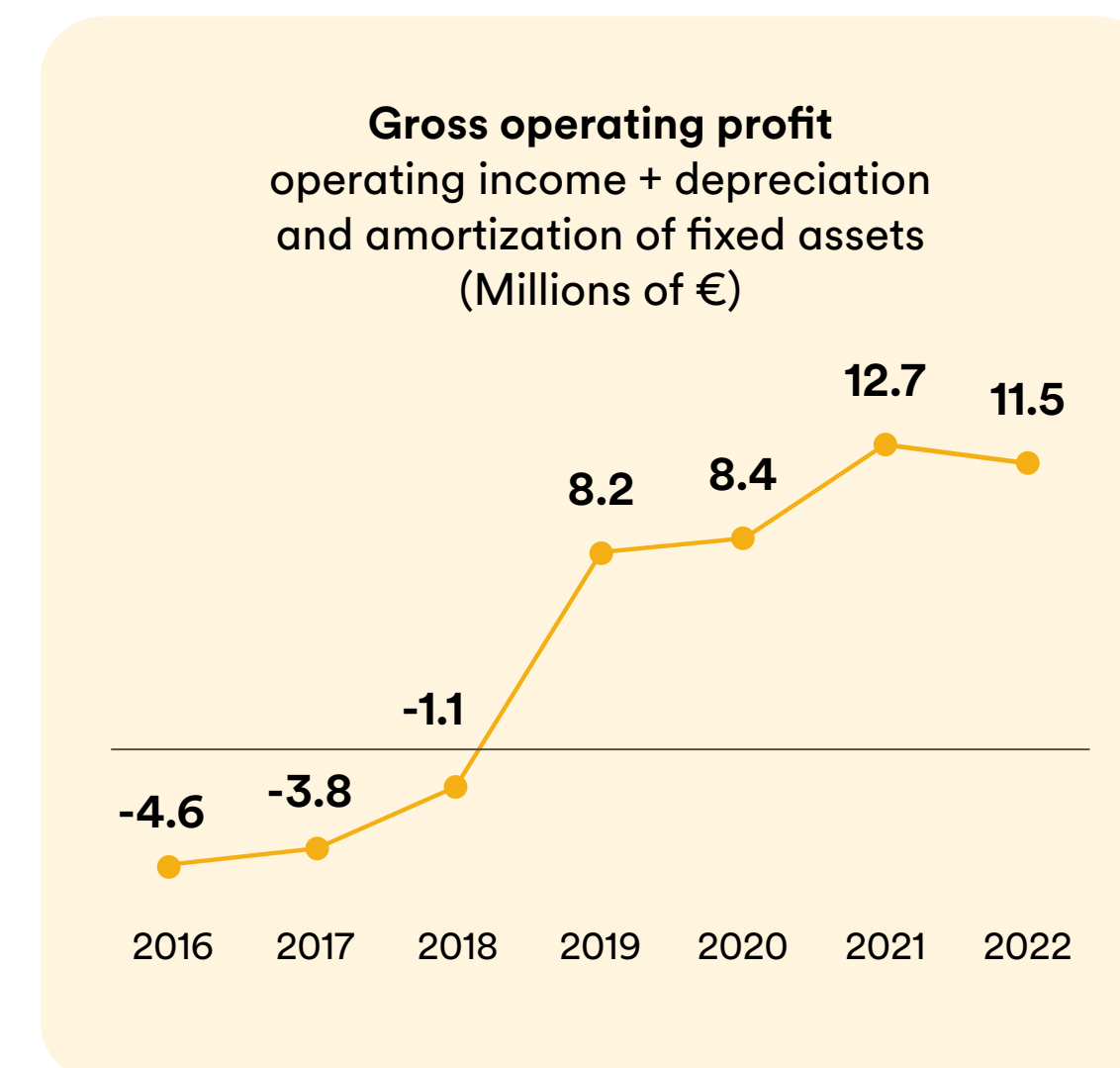
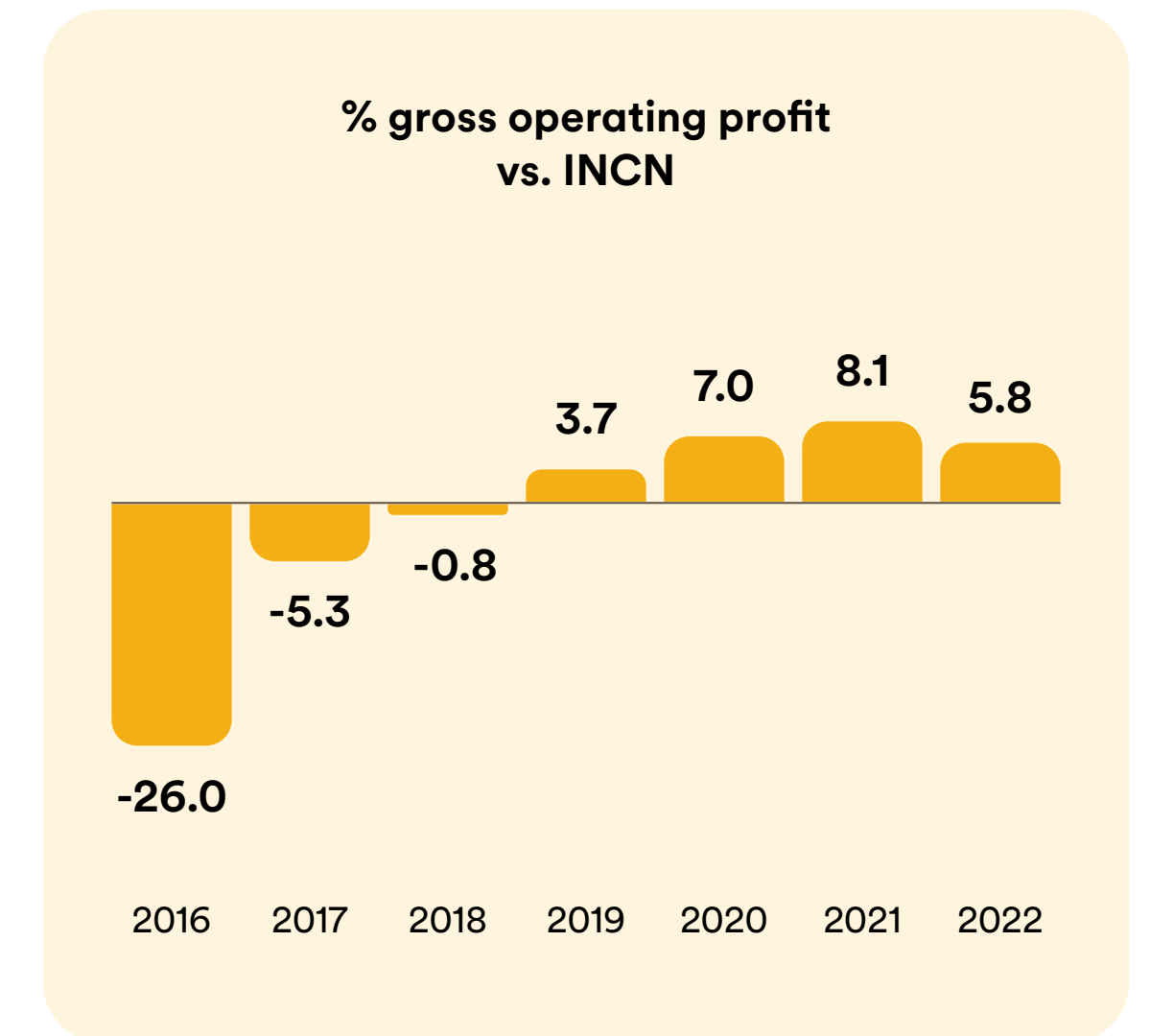
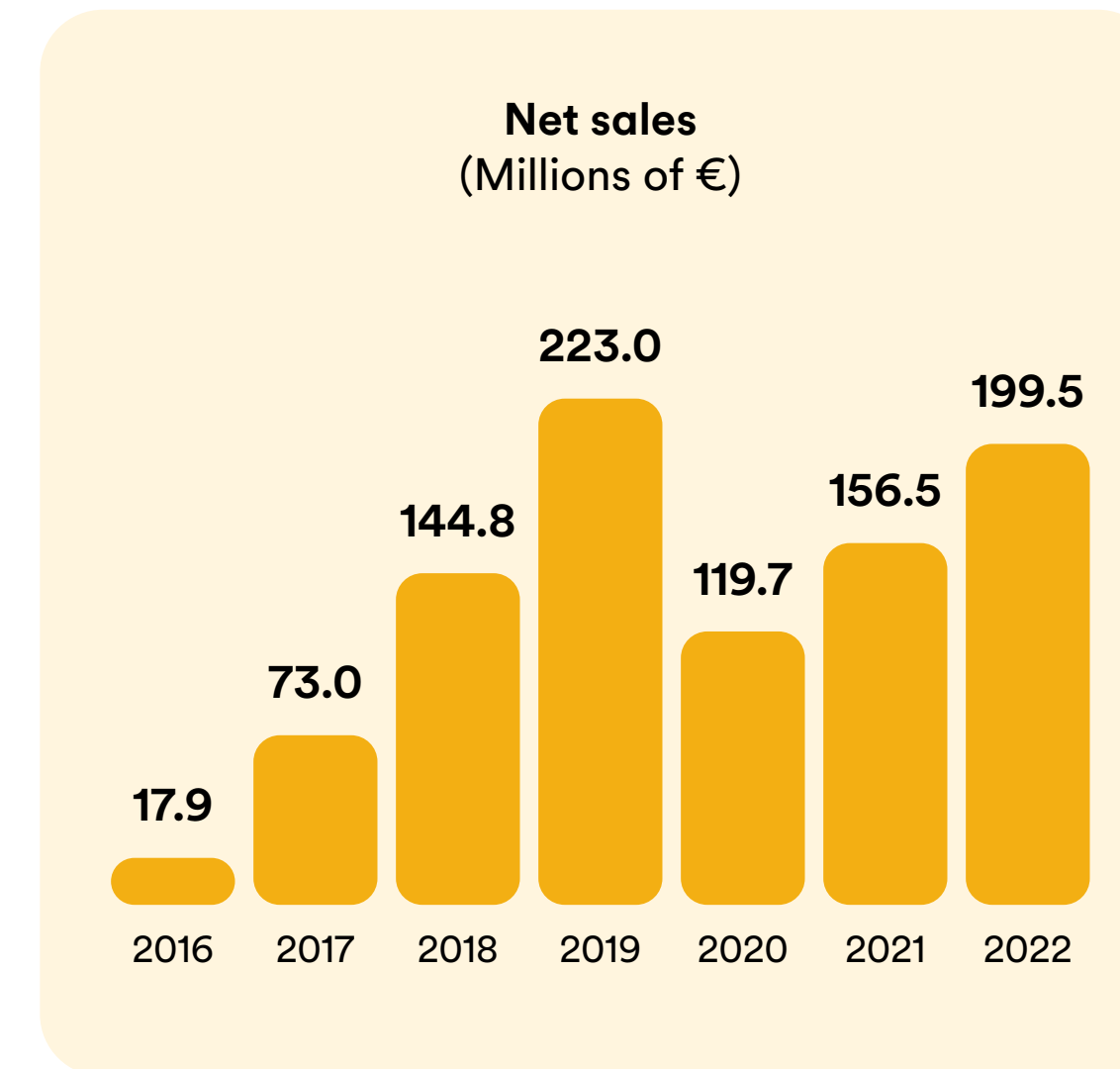
Economic value generated

2022 has been characterized by lower-than-expected growth in the economy. Global GDP growth for the year was 2.9% and that figure is expected to slow to 1.7% in 2023.²⁰

This slowdown is partly due to the implementation of restrictive policies aimed at curbing high inflation. Similarly, the international political scenario has had worldwide consequences such as the excessive increase in the price of electricity, gas and gasoline. In contrast, the full reopening of tourism services and hospitality after the pandemic has given a strong boost to economic activity over the past few months.

At Cabify we like to react to adversity by adapting to the changing reality and anticipating the needs of demand in each market where we operate. Has the world stopped? We put all our efforts and resources into improving the quality and safety of our services in order to face the return to normality as the best version of ourselves

The following graphs show a series of figures representing Cabify's activity in Spain. Cabify's Financial Statements are audited by a globally recognized professional services firm which involves a process of evaluating our governance and control.



Data of Cabify España S.L
(61% of net sales) and *Ride Hailing* Business



In 2022, the market in Spain generated net sales

27%
higher than
in 2021

Economic value distributed

Cabify's tax policy focuses on compliance with tax obligations in each of the jurisdictions in which we operate, pursuing an efficient and correct management of operations at a global level based on good practices and full compliance with tax legislation and current administrative and judicial criteria.

Cabify's tax contribution in Spain in 2022 was in excess of €20 million. After contraction in 2020 due to the pandemic, signs of growth began to be detected in 2021, which were consolidated throughout 2022 and, consequently, increased turnover saw higher VAT collection (close 3 million euros more than in 2020) although in the absence of profit there was no Corporate Income Tax expense.

Also noteworthy was the increase of in the region of 5 million compared to the previous year in payments for income tax retentions and social security contributions.

Another way in which we contribute to the economic development of the communities where we are present is by contracting local suppliers²¹. Our commitment is to tend to increase their percentage each year, by promoting the integration of domestic suppliers in our value chain.

SPAIN (millions of euros)

2022

PERSONAL INCOME TAX AND SOCIAL SECURITY

15.52

INDIRECT TAXES (VAT)

6.03

DIRECT TAXES (CT)

-

TOTAL**21.55**

LATIN AMERICA (millions of U.S. dollars)

2022

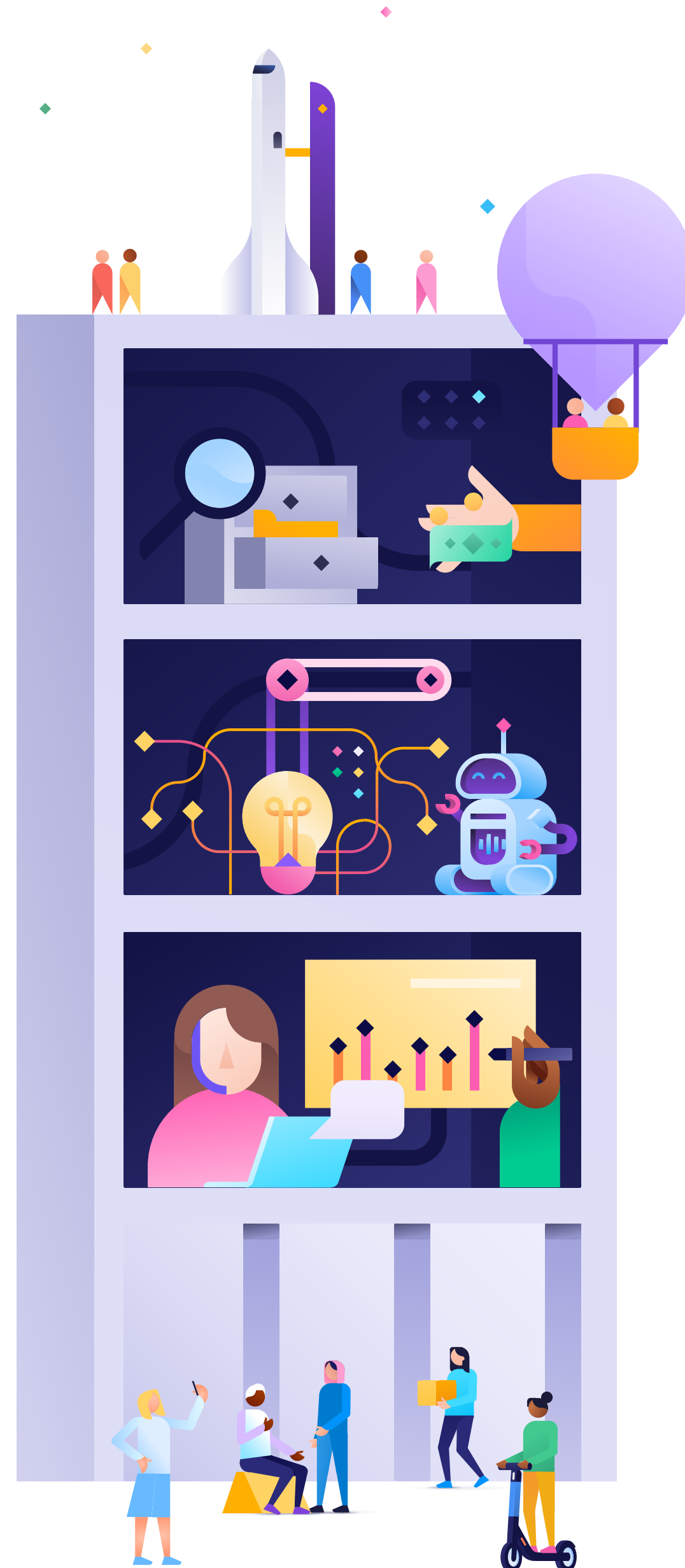
TOTAL**9.42**

In 2022, the taxes paid to the Spanish Tax Authorities amounted to

21.55 million
€

This is how we organize ourselves: who's who

Our structure is made up of different areas that make it possible for Cabify to keep rolling and for you to roll with Cabify. What roles does each person in driving change in mobility and cities?



NEW BUSINESS

Always looking ahead, identifying new lines of business that allow us to go on making cities better places to live.

- New Business
- Cabify Logistics

RIDE-HAILING

The all-seeing eye, the key area for growth of the business and management of operations for markets in which we do business.

- Growth
- Customer Operations
- Marketing

TECHNOLOGY

Nothing stops them. In challenges they see opportunities, using technology to transform mobility.

- Engineering
- Product
- Data

STAKEHOLDER RELATIONS

How do we relate to our community? What is our vision and how do we communicate it? What steps do we take in sustainability and as a team?

- People
- Public Affairs & Public Relations
- Sustainability

INTERNAL CONSULTING

Steering the ship. Our strategic consultants are like the coaches of the future. They support the different areas so that they all converge on a common goal.

FINANCIAL

They take care that the mathematics are perfect, that the figures add up and that we do things as they should be done.

- Financial
- Legal

NEW! Orchestra: we go in unison

Behind every film, there is a soundtrack that makes it unique. Although the entire Cabify team follows the same baton and score, we felt that we needed to work a little more on the tempo to be in perfect sync. That's what led to the Orchestra project, which seeks to align our global and local teams to achieve common objectives through better coordination.

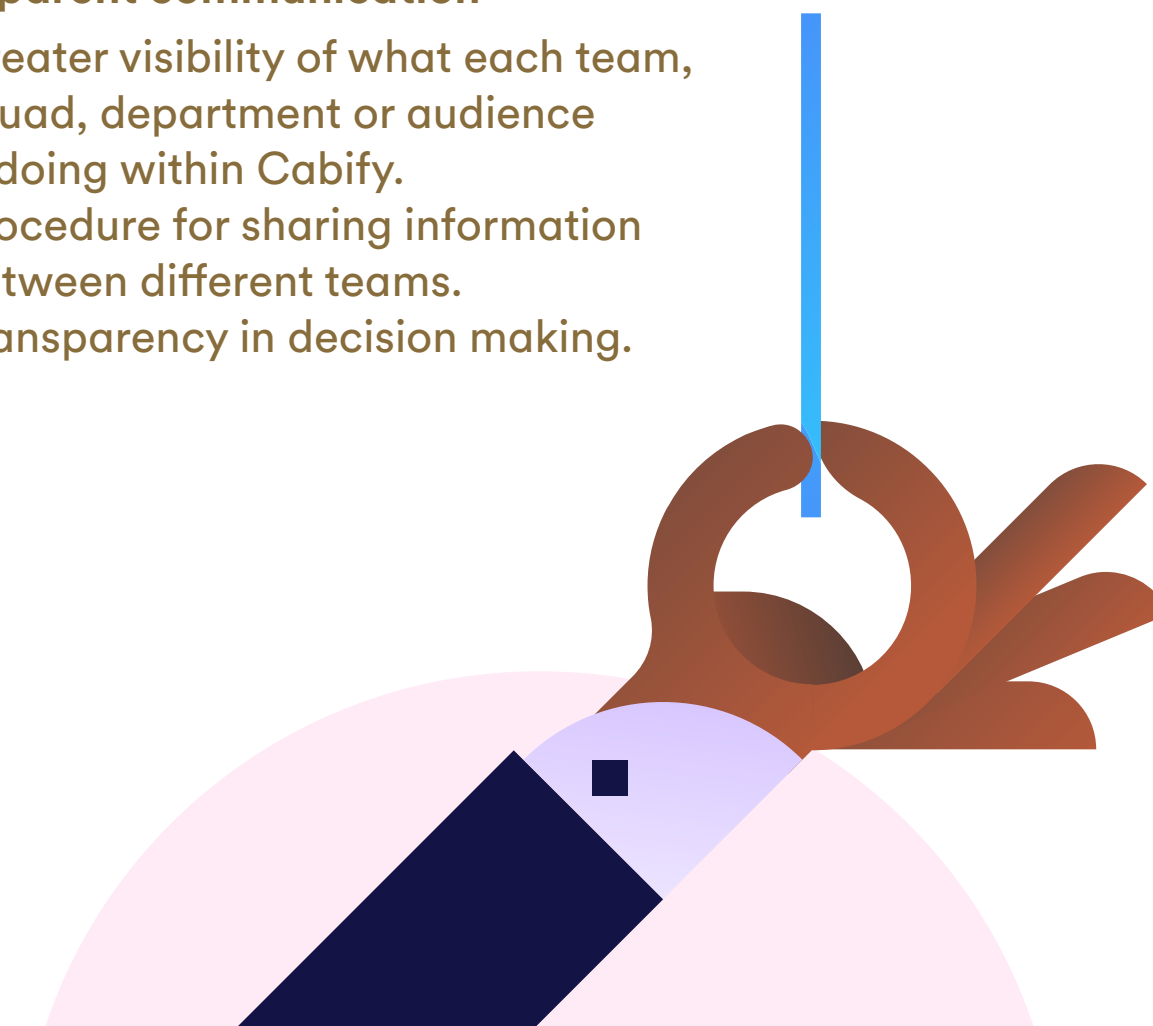
Since it started rolling out in early 2022, Orchestra has already made great strides towards a more aligned company vision, giving more internal visibility to everything we do, and communicating better.

Improving the way we work

- Optimization of meetings based on our needs as a company and the dynamic rhythm imposed by the sector in which we work.
- Establishment of homogeneous work routines and rhythms in all countries and areas.

Smoother and more transparent communication

- Greater visibility of what each team, squad, department or audience is doing within Cabify.
- Procedure for sharing information between different teams.
- Transparency in decision making.



Sustainability: the sum of 1,009 parts

Here at Cabify, we have a belief that brings us together. A common cause with a clear objective: to create a sustainable ecosystem. **We have hundreds of employees with the most varied backgrounds and differences, which enriches us but we all place sustainability at the heart of every action, every projects and every decision.** Because all of us who work at Cabify are here to build better cities to live in. But someone has to be behind the wheel.

CORPORATE SUSTAINABILITY TEAM

Our Corporate Sustainability Team drives the entire sustainability strategy and, internally, drives the other teams to implement it. Let's say that it plants the seed so that it can germinate, because sustainability flourishes from the contribution of every person who works at Cabify.

SUSTAINABILITY CHAMPIONS AND SQUADS

This would not be possible without the support of our "Champions". These are the people who lead the sustainability projects in each country and market. They are the ones who put a voice and a face to strategy at local level, adjusting to the needs and realities required in that context, and the ones who give form and life to initiatives like the Cabify Woman project in Argentina and Uruguay, Christmas charity activity in Chile, the 1% initiative in Colombia and Peru; the Covid vaccination campaign in Ecuador and the electrification and electromobility that we are developing in Spain and Mexico. They are not alone, as each Champion is supported by a Squad, i.e. a local team that accompanies them.



Measuring and monitoring our Sustainable Business Strategy

Sustainability is not just something transversal, it is part of our culture. To make sure every step we take is in the right direction, we measure our actions and monitor our progress using a number of tools. And we keep the entire team constantly informed. This allows us to all move in the same direction... Or retrace our steps if we have to reformulate something.

- Sustainability scorecard: we constantly monitor the progress of our impact through global and country-specific indicators.
- Sustainability progress report: we inform all employees on a quarterly basis of progress in terms of sustainability indicators and projects. We are transparent and want you to know all the details about what's happening in terms of sustainability.
- Regular meetings with our governing body and the different areas to review the sustainability strategy and enhance its mainstreaming.
- In each of our countries we have a local Champion responsible for leading the sustainability strategy in the market, analyzing the main opportunities and challenges we face, as well as building strategic partnerships.

What is sustainability for you?

All teams act as one in terms of sustainability, guided by our Strategy. We know we are on the right track when we ask them how they see sustainability and we get a wide variety of equally valid answers. We are all part of Sustainability!

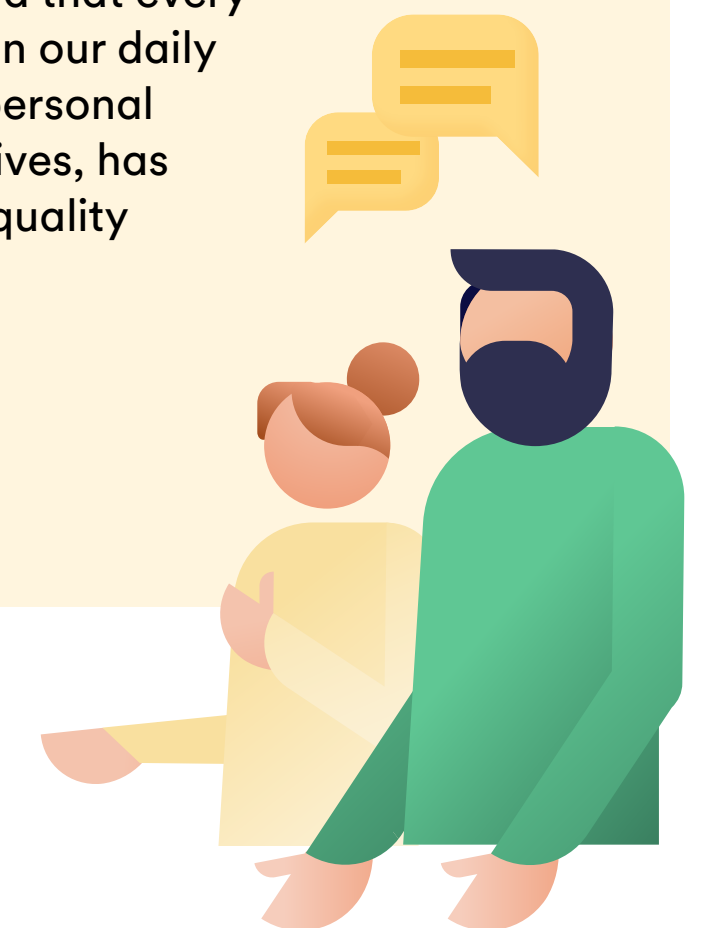
“The ability we have to meet our own needs without impairing the ability of future generations to meet theirs”

“Acting to reduce the social, economic and ecological debt we have as a society”

“Obviously, there is an environmental element, a responsible consumption element, but there is also a social element; building a fairer and more egalitarian society for the future”

“Meeting my needs taking into account the impact it has on society, so that I can do it in the most coherent way possible”

“It is to understand that every gesture we make in our daily lives, both in our personal and professional lives, has an impact on the quality of our work”



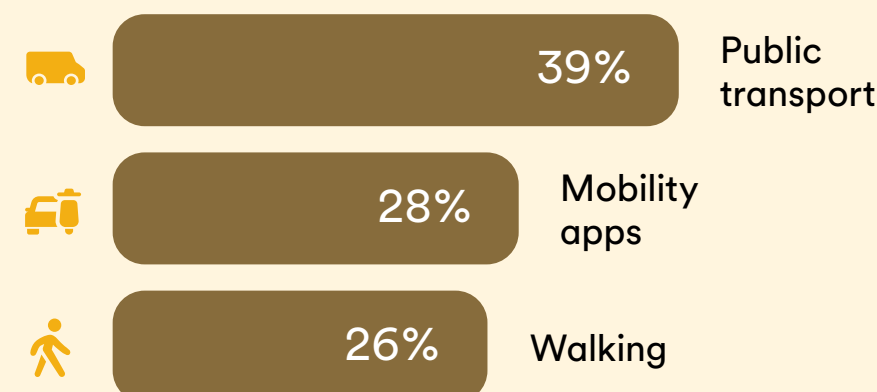
1.2 Mobility that transforms realities

In our cities, getting around is much more than just getting from A to B. Our decisions have an impact on society and we want ours to be positive. We are convinced that, through mobility, we can make our cities evolve, become more inclusive, safer and healthier.

What do our users think about the private car?

We like to offer solutions. Cities live in a present not without challenges and mobility has proven to be a lever for transforming reality. And what if we look to a future where all these obstacles are overcome? We know that 85% of the public space is occupied by cars that spend 95% of their time without moving²². These are surprising data and that is why this year we wanted to know even more. In September, on the occasion of World Car Free Day, we launched a survey of more than 3,500 users in Spain and 7 Latin American countries to learn more about how people move around the city.

Did you know that 56% of people prefer to avoid using private cars?
They opt for alternatives such as:



Even those who use a private car on a daily basis also recognize the problem. **The private car wastes time and money.**



€260

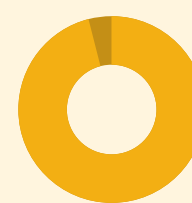
Goodbye savings.
The average cost of parking per user is up to €260 per year



5 min

Five is the limit.
45% of people are not willing to spend more than five minutes to find parking

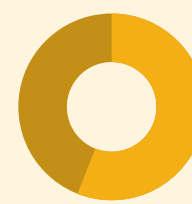
Cars and more cars



96% believe there is a lot of traffic in the city in which they move.



56% recognize that the number of cars is a problem for parking.



52% believe that measures should be taken to reduce car use.

Is there a lot of traffic in your country?

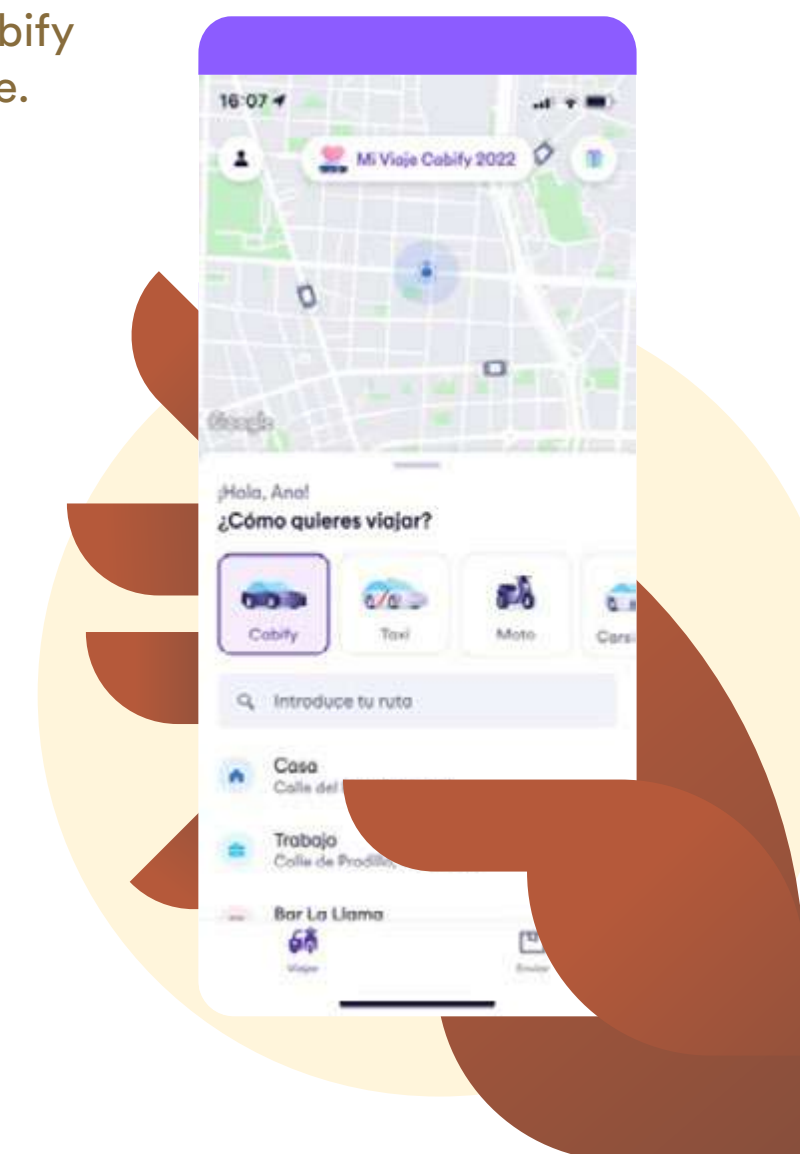
This is the ranking with the percentage of our users who say YES.

- 01 🇨🇴 Colombia (97%)
- 02 🇵🇪 Peru (96%)
- 03 🇦🇷 Argentina (95%)
- 04 🇪🇨 Ecuador (95%)
- 05 🇨🇱 Chile (93%)
- 06 🇪🇸 Spain (88%)
- 07 🇺🇷 Uruguay (87%)
- 08 🇲🇽 Mexico (87%)

NEW! My Cabify Trip 2022

Thanks to the survey, we learned that 9 out of 10 Cabify users believe there is a lot of traffic in their city and that they are as concerned as we are about helping achieve sustainable mobility. That's why, in December, we wanted to tell you what your Cabify ride was like during 2022 and what this impact translates into. At the top of the app, both passengers and drivers found the message 'My Cabify 2022 trip', a personalized annual summary of your trips.

What was your longest trip? How long did you spend traveling? How did you help protect the environment? How many hours did you spend behind the wheel with passengers? You'll get the answers to all these questions and more presented in a fun and easy way as a year moving with Cabify comes to a close.



COMMUNICATION
CAMPAIGN

World Car Free Day

We've spoken about everything that private cars take away from our cities: space, air quality, peace and quiet. Now it's time to talk about something we have come to appreciate more than ever: time.



Time, that most precious of resources. We do everything we can to try to find more time: we brush our teeth while getting dressed, we get up early to exercise, we eat breakfast in a hurry... And with the same objective in mind, many people move around in their private vehicles. Because, in theory, it's the easiest way to get there, right?

It's time to debunk the myth and say it loud and clear: in the city, your car doesn't get you there any faster. Have you ever stopped to think about the time we spend trying to park? We have, and we want everyone to consider this.

So we launched a campaign taking advantage of World Car Free Day that showed that scene so common in our streets: people looking for a place to leave their vehicle.

A fun way to realize how much time we waste looking for parking spaces in cities where there are more and more restrictions on private vehicles and, paradoxically, also more cars.

SO WE DID THIS:

- A [video](#) as the main piece.
- Posts on social networks such as [this](#).
- A [website](#).
- Email launch on September 22nd.

➕ See all 2022 campaigns in [Our brand](#) section

Better cities for all

The purpose of improving cities leads all our decisions. We are guided by proactivity and the certainty that urban transport can be a driver for a better life. We want to continue building with you the mobility that leaves no one behind, that transforms cities and elevates them socially. Mobility that takes care of people.

Safe cities

At Cabify we believe that safety is one of the factors that keep communities together and that is why we want you to feel cared for, protected, respected and welcomed by us. We want your trip to be an experience with guarantees, based on honesty and good habits, and enriched by technology and innovation.

SECURITY DIMENSIONS



TRUSTED COMMUNITY

We use technology to verify the identity of drivers and passengers, as well as the information they share with us.



FREEDOM AND INTEGRITY

Our platform has a robust system to detect and prevent violent or bullying behavior.



CULTURE OF RESPECT

We design policies aimed at maintaining and protecting a diverse and inclusive community, free from harassment and discrimination.



DATA AND PAYMENT PRIVACY

We guarantee secure payments and protect our passengers' personal and confidential information.



RESPONSIBILITY AT THE WHEEL

Drivers are committed to safe and careful driving and their vehicles are subject to quality guarantees.



ACCESS FOR ALL

We rely on technology to make mobility easier and safer for people with accessibility needs of any kind.



STRONG AND RELIABLE TECHNOLOGY

We manage possible app outages or cyber incidents by prioritizing the protection of personal data.



Safety as a strength

For passengers, safety is one of the decisive aspects when choosing a mobility app. It is perceived differently depending on the geographical area: in Latin America it is associated with physical aspects and in Spain with aspects such as reliability and trustworthiness. But what is common in both cases is that passengers value safety as one of the aspects most associated with Cabify.

In addition, partner drivers also say that Cabify is the safest mobility app on the market: 82% choose Cabify globally because it "guarantees my safety.". We can't be prouder!²³

Technology for a safe experience

All these dimensions are translated into concrete and specific measures to which we add new features every year, reinforcing passive and active safety features. We strive to not have a single incident related to the safety of anyone who uses Cabify to get around. When it comes to safety, we never put on the brakes!

99.999%



trips completed without an accident-related driver's ticket

91%




of Cabify partner drivers and collaborating taxi drivers scored 9 out of 10 on the passenger identity validation by selfie

FOR DRIVERS AND PASSENGERS



BEFORE

-  **Limit of operating zones**
Analyzes and, if necessary, limits long trips where passenger and/or driver safety may be compromised.
-  **Masked call**
Protects driver and passenger personal data by preventing access to their phone numbers in case a call is required.

DURING




-  **Real-time path monitoring**
To detect unusual route aspects and strange areas of operation.
-  **Trusted contact**
Functionality to share all the information of your trips with people you trust.
-  **Cancel trip en route**
In the event of possible road incidents, this functionality allows drivers to disengage from the trip while we assign another driver to the passenger.

AFTER




-  **Harvey Tool**
Streamline the management of possible harassment cases, objectifying their analysis and improving their follow-up.
-  **Voice of the Customer System**
It performs an optimized classification of the cases that come to us in the form of tickets through the app, allowing us to improve the communication and service we offer in each case.

FOR DRIVERS

BEFORE

-  **NEW** **Passenger identity validation by selfie**
Using biometric technology and facial recognition, passengers can validate their identity through a selfie and this function checks on the spot the correspondence between the photo and the official documentation.
-  **NEW** **Travel and risk behaviors**
Through *machine learning* technology we automatically analyze risk patterns to prevent security incidents. If a high risk is detected as a result, additional measures are requested from the passenger to reinforce that he/she is a trusted passenger, such as the initial use of an electronic payment method.
-  **Information and/or blocking of activity in areas at risk of non-payment in cash**






DURING

-  **Safety button**
Available on the app, that allows you to contact Cabify or emergency services directly in case of need.
-  **Secret signal**
Functionality to protect drivers who feel insecure during a service, but do not need to resort to the Safety Button. If pressed, we will immediately make a call to the driver, who will activate the handsfree so that the passenger also hears our message and try to dissuade them from misbehaving.
-  **Dark mode**
The application interface can be switched to night mode for increased visibility and safety.

 For other safety aspects for drivers see [More safety](#)

FOR PASSENGERS

BEFORE

-  **Validation of personal and vehicle documentation of the driver**
-  **Psychometric testing of drivers**
-  **Recurrent criminal background checks of drivers**
-  **Rating system**
The goal is to make all of them aware of their behavior to deliver a superior experience.
-  **Bureau Veritas**
One of the aspects most valued by our passengers, especially in Latin America, is how we ensure their safety. As of July 2022 in Peru, we consolidated our position as one of the most reliable mobility platforms in the market by entrusting Bureau Veritas with the audit and verification of the security standards of our driver registration process.

After carefully examining each stage and its strict filters - psycho-technical evaluations, criminal and police background checks, identity and documentation verification of applicants or vehicle re-inspection - Bureau Veritas verified compliance with our process, reaffirming that we are the best alternative for passengers in terms of security.

COMMUNICATION
CAMPAIGN

Technology that shouldn't exist

On the occasion of International Women's Day, we launched a campaign to talk about safety behind the wheel. We did this through a feature available in our app that shouldn't exist: the Secret Signal.



As always, we focus on people's safety, regardless of whether they are traveling to their destination or sitting behind the wheel. As a result of this effort, among others, the Secret Signal functionality for partner drivers was born.

This functionality allows us to send a warning message to our agents in case the person behind the wheel feels unsafe in order to make extra safety checks. The secret? It could be done without the passenger noticing.

This solution, while helping us to continue to take care of those on board, is designed especially for those who suffer the most from violence at the wheel: women. That's why we wanted to take advantage of March 8 to talk about the underlying problem with our technology that shouldn't exist.

THIS IS WHAT WE DID:

- With an email campaign targeting drivers and passengers (both private and corporate).
- Through pieces on social media such as [this](#).
- With a [video](#) that talked about that technology we shouldn't need.

➕ See all 2022 campaigns in [Our brand](#) section

COMMUNICATION
CAMPAIGN

Home safely

Sometimes, things don't work out the way you expect them to. That's why it's important to have an escape route in case your plan fails. We use everyday situations to reinforce our position as a safe mobility app with humor.



Going to watch your team's game after years without going to the stadium, and see them lose. That date you've been planning for days doesn't turn out as expected. Your company dinner turns into a nightmare... It can happen to anyone. Luckily, you can always get back safely with Cabify.

We wanted to highlight the safety of our trips by appealing to this type of moments where anyone can be represented. Because when it all goes wrong, we have to hold on to the sure thing: our travels. We talk about geolocated trips, the safety button in case of emergency, the possibility of sharing your location in real time... Everything we do to make our app and our service always safer.

THIS IS WHAT WE DID:

- A video.
- Through our social media channels.
- Took our campaign to the streets in Peru and Colombia.
- An email campaign for all our audiences.
- Radio spots and digital campaign.
- Dissemination in the main Latin American media.

➕ See all 2022 campaigns in Our brand section

Cities without barriers

At Cabify we have an ongoing commitment on the road to universal accessibility. Cities must be built integrating this vision, making use of new technologies to build adapted spaces that cater to the different mobility realities of all people. Because a city can only progress when all its inhabitants are able to participate in it fully.



Our app is

100%
accessible for
blind persons

and we continue to adapt
it each year to make it
universally accessible

2019

- Since 2019, we are a service 100% accessible for blind persons through the optimization of the app for screen readers like VoiceOver and TalkBack.
- More than 300 drivers were trained in accessibility.

2020

- Accessibility menu: allows the user to indicate if they have specific needs. The driver can provide better service to the passenger and the experience is more satisfying for both parties.
- We collaborate with [EmancipaTIC](#), [Fundación Derechos Mayores](#) and the [State Confederation of Deaf Persons \(CNSE\)](#) with the aim of understanding the main barriers to mobility for the elderly or deaf.
- We implemented a set of recommendations, unique in the industry, to ensure the accessibility of our service in such a unique context as the covid pandemic.

2021

- We implemented functionalities in our app for elderly or hearing impaired people, in collaboration with the [CEAPAT](#) of [Imsero](#). We also contemplate the needs of people with cognitive or motor disabilities.
- We collaborate with the association [Include me](#), carrying out a diagnosis of challenges to facilitate access to the sector in Latin America for more drivers with hearing loss.
- We participated as speakers at the [IV International Congress on Technology and Tourism for Diversity organized by ONCE Foundation](#), in the 'Smart Cities & Universal Design' session. We also appeared in the book of the Congress with the article 'More sustainable cities thanks to multimobility'.

2022

TOGETHER WE GO FURTHER...

- In addition to reinforcing communication to drivers to ensure they remember that traveling with a guide dog is a regulated right, in 2022 we have given new impetus to the initial accessibility content we make available to new partner drivers and collaborating taxi drivers who use the Cabify app.
- On a technological level, we have implemented a notification so that drivers know in advance the possibility that the user, when they have the 'Help to board' setting activated in the app, can be accompanied by a guide dog, and so they can adapt their service with foresight.
- We continue to work with [CEAPAT](#) on a transportation accessibility evaluation methodology.
- We have also made progress internally, evolving our recruitment process to make it more inclusive, with the collaboration of [ONCE Foundation](#) through the [For Digital Talent](#) program. In 2022, four persons with disabilities formed part of our team in Spain.

... AND MORE PEOPLE

- Within the "Por Talento Digital" training courses for persons with disabilities dedicated to Frontend, Full Stack Developers and Data Scientists, we gave a *master class* on how to work on accessibility in our sector.
- Together with [Fundación ONCE](#), we participated in a corner café to accompany young people with disabilities to face a digital profile selection process, offering them context on the main demands of technology companies or how a recruiting process is developed.
- We participated in the round table 'Technology for personal autonomy, training in technological skills' during the [CEAPAT Conference on Accessible and Inclusive Mobility](#).
- We were also present at the [II Expert Workshop on 'Design of Inclusive Products and Services.'](#) A business response to vulnerability in Spain' by [CODESPA](#), framed in its [Business Observatory for Inclusive Growth \(OEPCI\)](#).
- 🏆 For the 17th edition of its awards, the [Foundation Randstad](#) awarded Cabify the 'Award for technological innovation to favor the social and labor inclusion of people with disabilities', recognizing us as an inclusive transportation service.
- 🏆 In the X Awards for Best Practice in Sustainable and Accessible Mobility, of the [Renault Foundation](#) and the [Excellence in Sustainability Club](#) we were awarded for our constant commitment to universal accessibility and the functionalities that make it possible for the Cabify app to be usable by everyone.

All aboard our app!

Discover how we make travel more accessible for passengers and partner drivers through these intuitive features and functions in the Cabify app.

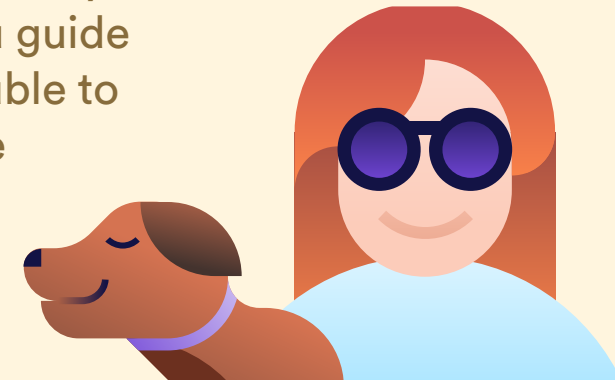
99 thousand new users

have one of the settings in our Accessibility Menu active during their trip

FOR PASSENGERS

NEW! Guide dog notification

When a passenger has the 'Help boarding' checkbox activated in the Cabify app's Ride Accessibility Menu, the driver will receive a personalized notification informing them of the possibility that the passenger may be accompanied by a guide dog, and thus be able to adapt their service with foresight.



- ✓ **Use of simple language**
We simplify the texts so that elderly or cognitively impaired persons can easily use the app.
- 🗨️ **Homogeneous visual design**
With people with poor vision in mind, we reviewed the different controls within the application so that all have a more homogeneous visual appearance and color contrasts are more appropriate.
- 🗣️ **Text To Speak**
Some of our passengers find it difficult to read the notifications we send them during their trip. To help them, we have introduced this feature where the phone reads texts to them out loud.
- 🗣️ **Voice control on iOS**
The app can be used by voice thanks to this functionality available on iPhone.

🧑 **Accessibility Menu on the journey**
It allows the user to indicate if they have any specific needs, especially for people who are deaf or blind, the elderly or cognitively impaired or those who suffer from attention deficit disorders. With this information, the driver can offer a better service to the passenger for a more satisfactory experience for all. There are 3 options:

- **Boarding assistance**
The passenger can be escorted to the vehicle.
- **Chat instead of calls**
The passenger will not receive phone calls.
- **Important voice announcements**
The passenger will hear announcements about their trip.

! Cabify leaves no one behind!

That's why we have our Taxi Access category for passengers with reduced mobility.²⁴



FOR DRIVERS

🎵 **Sound settings**
Allows the user to regulate sounds and vibrations in the driver application and adapt them to their preferences. If driving is easier and more comfortable for them, it will have a positive impact on the quality of the service offered and on their safety.

It is essential to take into account the legislation of each country when trying to change things. We like to do it right. In the case of deaf people, regulations in countries such as Argentina, Brazil, Chile and Colombia allow them to drive professionally. In Spain, however, it is not yet possible but steps are being taken in the right direction, which we at Cabify have been supporting.

Cities to build community

We are committed to our environment and to making a positive impact. Throughout 2022 we collaborated as part of these initiatives to generate the changes we like (and would like) to see (more) in cities.

LATIN AMERICA	2021	2022
INVESTMENT (USD)	127,843	28,904
PEOPLE BENEFITING	3,982	2,379

SPAIN	2021	2022
INVESTMENT (USD)	88,930	26,267
PEOPLE BENEFITING	65,870	44,164



+ MUJERES and Cabify Mujer

We partnered with *Mujeres Al Volante* (Women Behind the Wheel), the largest female-focused mobility community in Argentina, to encourage more women to collaborate with Cabify and get behind the wheel as a way of life. Hand in hand, we continued to promote diversity in our sector in 2022, through the online workshops *On Demand + Women*, with different professional instructors and the participation of our team.

Also this year, we strengthened our commitment to safe, inclusive and sustainable mobility through a partnership with the Municipality of Mendoza to offer employability and income generation solutions to women in vulnerable situations due to gender. The aim is that, through training in tourism, drivers can also be promoters of the city's tourism offer; or participate in the Eyes on Alert initiative, dedicated to the prevention of crime and insecurity.



Supporting elections

In the framework of the constitutional exit plebiscite, we supported the mobility of citizens in a comfortable, safe and accessible way through the code PLEBISCITO22, offering up to 2 discounted trips to and from polling centers.

Sustainable public transport for everyone!

Reiterating our commitment to sustainable mobility, from November 2 to 4 in Santiago de Chile we offered discounts of \$1,000 on all trips to and from any metro station.

EtMDay 2022

We supported Chile's entrepreneurial ecosystem through the second International Entrepreneurship and Innovation Meeting, *EtMDay Santiago 2022*. Participants received discounts of up to \$ 2,500 for travel to and from the event, to be enjoyed during the two-day event.

Solidarity Christmas

We want Christmas to be sweet for everyone, so this year we have donated 150 gifts for children and young people aged 1 to 18 who live in residences of the *Protectora de la Infancia* NGO, which aims to provide them with a protective and loving environment.



The 1% Initiative

In Colombia, we donated the 1% of the trips made on special dates to a the cause of improving the lives of different communities in the country and the cities they live in. Throughout this year we have collaborated with:

- **March, World Water Day - Saving The Amazon.** Helping the conservation and restoration of the jungle area of the Vaupés River, through sustainable practices such as tree planting in partnership with *Saving The Amazon*.
- **June, World Oceans Day - Recycle LATAM Program.** We supported a cleanup day at Puerto Mocho beach (Barranquilla), thanks to the support of the Mayor's Office and under the program *Recycle For Bag* program, which seeks to promote citizen awareness of recycling in the municipality.
- **July, Women's America's Cup - Tiempo de Juego Foundation.** As an official mobility partner of the Copa América Femenina, we joined the campaign led by Mastercard for the *Tiempo de Juego Foundation* to support access to sports for young people, boys and girls.
- **September, Day of Love and Friendship - Tras La Perla.** We partner with the initiative *After La Perla* to support their projects to improve the quality of life in the Pescaíto neighborhood of Santa Marta.
- **September, World Car Free Day - Saving The Amazon.** We once again collaborated with this NGO to combat the climate crisis by reforesting nearly 1,000 trees in the Colombian Amazon. The planting, in the municipality of Mitú where the Gran Resguardo Indígena de Vaupés is located, pays tribute to the partner drivers and collaborating taxi drivers who helped us make it possible.

By 2022 we have positively impacted

46,543
people

through social initiatives



Let's Be Neutral Campaign

For two months, we conducted a recycling campaign by distributing 16 recycling machines throughout the country, where we offered discounts for Cabify trips in exchange for packaging. The result? 45,633 containers recycled, 3,431 trips made with the RECICLACIONCABI code.

Volunteering

• Corporate Clients

We wanted to recognize the commitment to sustainability on the part of the 50 corporate clients who made the most trips with us during the year 2021, celebrating a day of tree planting in partnership with the [Cerro de Bogotá Foundation](#).

• Cabify Employees

- In 2021, the [TECHO Foundation](#) was one of the initiatives we supported with 1% and this year we gave continuity to the collaboration by involving volunteers from our team in the [construction of a house](#) for a family at risk of exclusion.
- 10 liters of blood! This was the amount with which 20 people from our team contributed to a donation day in conjunction with [Hemolife](#) at our offices.



Cabify with Ukraine

In March we carried out a donation campaign through which, between the contributions made from Cabify and with that collected thanks to the solidarity of our team, we managed to raise €9,500 to support the humanitarian aid work carried out by the [Red Cross](#) and [Zero Hunger](#) on the occasion of the war in Ukraine, including a donation of 43,500 bottles of water that we sent to the border through Zero Hunger.

During the second quarter of the year, we carried out another fundraising initiative through Journeys for all, the monthly credit that our employees can use to take trips on board with Cabify.

Collaboration with CEAR

Throughout the year, we have collaborated with the [Spanish Commission for Refugee Aid](#) offering free transfers to Ukrainian children and refugees from other countries to cover their hospital treatment. A total of 438 journeys were also made to civil registries, embassies or shelters for formal procedures.

Aenilce Foundation

We collaborate with [this foundation](#) dedicated to the care, rehabilitation and education of people with brain injury and their families, donating €1,000 and participating in the production and sale of a 2023 calendar.

Operation Kilo Online

Once again this year we are collaborating with the [Banco de Alimentos](#) of Madrid, collecting 2,562 € equivalent to 2,306 kg of food, destined for vulnerable people in the Community in a situation of severe material deprivation.

Volunteering with Down Madrid

35 volunteers from our team in Spain went to the occupational center of [Down Madrid](#) in Tres Cantos to accompany those attending the Hospitality, Crafts and Merchandising workshops in the creation of products for their Christmas market. We also donated €1,000 to the organization.

Botín Foundation

We collaborate with the [Botín Foundation](#) so that people at risk of social exclusion have the opportunity to access and develop professionally in the multimobility sector.



The 1% Initiative

Within the framework of the International Day for the Fight Against Breast Cancer, Cabify donated 1% of the value of the trips made on October 19 in the country to [League Against Cancer](#) to support further medical and scientific research and promote the prevention of this disease.

A safe right to vote

In the municipal elections, Lima residents were able to travel to vote safely and economically with the code VOTOPERÚ, enjoying a 15% discount on travel to and from their polling place.

We support the Priceless Planet Coalition

This is the name of [Mastercard's program](#) which aims to plant 100 million trees by 2025, and which we support with an exclusive campaign for its customers: 50% discount on 4 trips when paying with any Mastercard through our app and a tree planted in your name for every 5 trips made with Cabify.



'Your safety is also in the vaccine'

During the month of February, we supported the anti-covid vaccination campaign for 3- and 4-year-old children with 2,000 discount vouchers so that Quito families could travel safely to vaccination centers. Using the code VACÚNATE, we offered a 30% discount on two trips to or from any of the vaccination centers authorized by the Ministry of Public Health (MSP).



Cabify Woman

Following the success of the +MUJERES program in Argentina and in partnership with the [Inter-American Development Bank](#) we remain committed to offering new job opportunities to women in our sector. In 2022, we began to take the first steps to replicate one of our flagship programs in the neighboring country.

Passengers, we arrive early to open doors for you

You, who move around with Cabify, are at the center of it all. Our goal is that all urban residents, without exception, find in Cabify an alternative that improves their mobility. But using Cabify is also something else. It's about being there, accompanying you, making sure that you can get around in the best possible way, whatever the reason, time, need or specifics of the situation... and that you do it in a safe, sustainable, accessible and diverse way.








Are cities made for people? How much space do we have to develop our lives? And how much space is given over to the private vehicle? If you live in a city, you can imagine the answer. We believe in a different kind of urban growth, expanding our areas of operation so that those who do not live in the center of the cities also have more options.

During 2022 we have continued our expansion, starting to operate in 5 new cities (Campana, Mar del Plata, Villa Carlos Paz and Zárate in Argentina and Pasto in Colombia) as well as expanding our coverage in those where we already operate in order to be where we are needed. We have also designed new algorithms based on urban density and mobility flows in different areas of the same city, allowing us to offer more accurate pricing and better allocate the vehicles you request.

At the end of the year, the mobility app Beat ceased operating in Argentina, Chile, Colombia, Mexico and Peru, affecting more than 17 million passengers and 1 million drivers. Beat trusted us to refer their customers "to an app that could provide a service that could live up to expectations" and we accepted the challenge so that all those people could continue to move freely around their cities and keep us on their radar as an alternative. As a result, Cabify became the most downloaded app in Latin America.

Where are you moving?

Each year, we gather data from the trips we make to discover the most visited places in each of the cities in which we operate. In 2021, when the covid pandemic still prevented us from returning to normality with complete peace of mind, the most requested destination coincided in all countries. It was 'home', and confirmed that we were a good option for you to return safely to the warmth of your home. In 2022, life on the streets is once again in full swing, and you can even feel it in the figures: our users covered 91 million trips. Shopping, going to a cultural show, enjoying entertainment and restaurants or traveling are back in full force, and we love to see how you've gotten back on track. Here are this year's leading destinations:

	Argentines are moved by the art of their capital! This is confirmed by the streets with theaters, museums and bookstores in Buenos Aires.	<ol style="list-style-type: none"> 1. Libertador Ave 2. Av. Rafael Obligado Waterfront 3. Av. Santa Fe
	This year they visited destinations packed with cultural and commercial centers in huge numbers, all in Santiago de Chile.	<ol style="list-style-type: none"> 1. Av. Libertador Bernardo O'Higgins 2. Av. Vitacura 3. Av. Vicuña Mackenna
	In Bogotá, they are number one for trying something new, dancing, eating, sharing and enjoying...	<ol style="list-style-type: none"> 1. Av. Carrera 7 2. Carrera 13 3. Av. Calle 26
	Many in Quito chose to travel to the area around Parque La Carolina, with its <i>foodie</i> streets pack with eateries and where executives strike up and close business deals.	<ol style="list-style-type: none"> 1. Av. Río Amazonas 2. Av. 6 de Diciembre 3. Av. Eloy Alfaro
	In Madrid, the airport and the large avenues were the most requested places.	<ol style="list-style-type: none"> 1. Barajas Airport 2. Paseo de la Castellana 3. Calle de Alcalá
	In Mexico, the hotel, bar and airport areas were the most visited, with two cities on the podium.	<ol style="list-style-type: none"> 1. Av. Captain Carlos León (CDMX) 2. Av. Paseo de la Reforma (CDMX) 3. Via Atlixcayotl (Puebla)
	Our users in Lima move every day to the financial heart of the city, and in their free time they browse what's new at Real Plaza Salaverry.	<ol style="list-style-type: none"> 1. Av. Javier Prado East 2. Av. Alfredo Benavides 3. Av. Paseo de la República
	In Montevideo, this year no one missed a sunset on the rambla, a stroll in Rodó Park or a good photo at the zoo.	<ol style="list-style-type: none"> 1. Bulevar General Artigas 2. Av. Luis Alberto de Herrera 3. Av. Italia

To the moon and back

1,012 times!

That's equivalent distance traveled by people who traveled with Cabify in 2022

95%

of trips rated as excellent by our corporate clients

Our categories of special social relevance



KIDS

In order for you to travel with your children in the safest possible way, we have vehicles with child restraint systems.



TAXI ACCESS

Our category for passengers with limited mobility, which seeks to break down barriers in the use of and access to means of transportation.



CABIFY MUJERES

This category is all about women behind the wheel. It also allows users - both drivers and passengers - to choose whether they carry or are carried only by women.

Many options, one app

Our app brings together our entire multi-mobility ecosystem and our entire community, connecting people, transportation and services. Every year we improve it to make your life easier and more comfortable, striving to incorporate different improvements. In 2022 we have released all these solutions.

NEW CLOSER

In more cities

This year we started operations in Campana, Mar del Plata, Villa Carlos Paz and Zárate in Argentina and Pasto in Colombia.

Faster and easier pickups

We have revised the instructions so that you can meet your driver more easily, especially in large passenger transfer centers such as airports. You will be able to visualize the pick-up point and the route to follow to get there.



Exclusive space at Mendoza Airport

As a Cabify user, you will have an exclusive boarding and alighting space to facilitate your trips.



Destination and departure: Felipe Angeles International Airport

You can now cover the transfer to and from this airport with Cabify.

NEW EASIER

Register with Google or Apple

want to register in just a few clicks? Are you reluctant to provide your phone number during a registration process? Use your Google or Apple ID and start rolling.

Cabify with Lemon Card

Now you can pay for your Cabify with this contactless card that allows you to use pesos or cryptocurrencies.



New payment methods

From the same app, you will be able to access easy, fast and secure payment methods (MercadoPago in Argentina, Nequi in Colombia and Yape in Peru), avoiding the use of cash and the need to register a debit or credit card.



NEW MORE QUALITY

New lost target operation

We improved the process to be followed when a driver finds a lost item or if a passenger reports a lost item. Faster and more direct.



Cabify Club Colombia

A program that rewards your loyalty as a regular Cabify user with benefits and discounts from different partners.



Our waters return

In every trip you make with us in VTC you will have available again something very Cabify: our water bottles. We have also launched new sustainable packaging, made of cardboard from responsibly managed forests, 82% of which is made from plant-based materials – 29% more than the previous ones – and 100% recyclable.

NEW MORE COLLABORATIVE

Apple Watch, it's Cabify time

We launched our app on Apple Watch so that you have it more at hand than ever and do not miss any information about your trip, choosing from six dials with custom designs for you to choose the one that best fits your profile (Multitaskers, Athletes, Students, Travelers, Moms and Dads, Journalists).

Earn Avios with every trip

Thanks to our partnership with Iberia Plus, British Airways Executive Club and Vueling Club, for our corporate clients, every trip on Cabify translates into Avios points redeemable for flights to different destinations, more than 10,000 hotels anywhere in the world or car rentals.



Cabify Bodegas

With this partnership with the Wine Tourism Association of Uruguay and Caminos del Vino to stimulate wine tourism, you can travel with Cabify to wineries in Montevideo and Canelones without having to worry about drink driving restrictions. Your Cabify vehicle will remain on standby and at your disposal until the end of your visit.

Get to know you, listen to you and guide you

These are our three pillars when it comes to interacting with you. Getting to know you to satisfy your preferences, listening to you so you never have to move alone, and guiding you to your destination by ensuring that ethical behavior is the only thing that travels on board.

We do our best to give you the best

Our Quality Policy is the starting point of our Quality Management System, certified according to the ISO 9001 standard, which certifies that our processes and work methods seek continuous improvement to achieve excellence in our service and customer satisfaction.

In fact, as in previous years, people who move around with Cabify have once again recognized our service as superior, highlighting our safety, quality, comfort and the attention received from our partner drivers and taxi drivers.

Knowing you makes us better

is our proposal aligned with what you expect from us? Through these tools, we make decisions and reorient our compass to make sure we're working together.

- **Cabify Rider Atlas**

We wanted to understand the different demographic profiles of users who use Cabify, both globally and by country, in order to offer them an increasingly personalized service.

- **Global Survey**

By understanding how our passengers see us, we can align our service with their expectations and needs on a market-by-market basis.

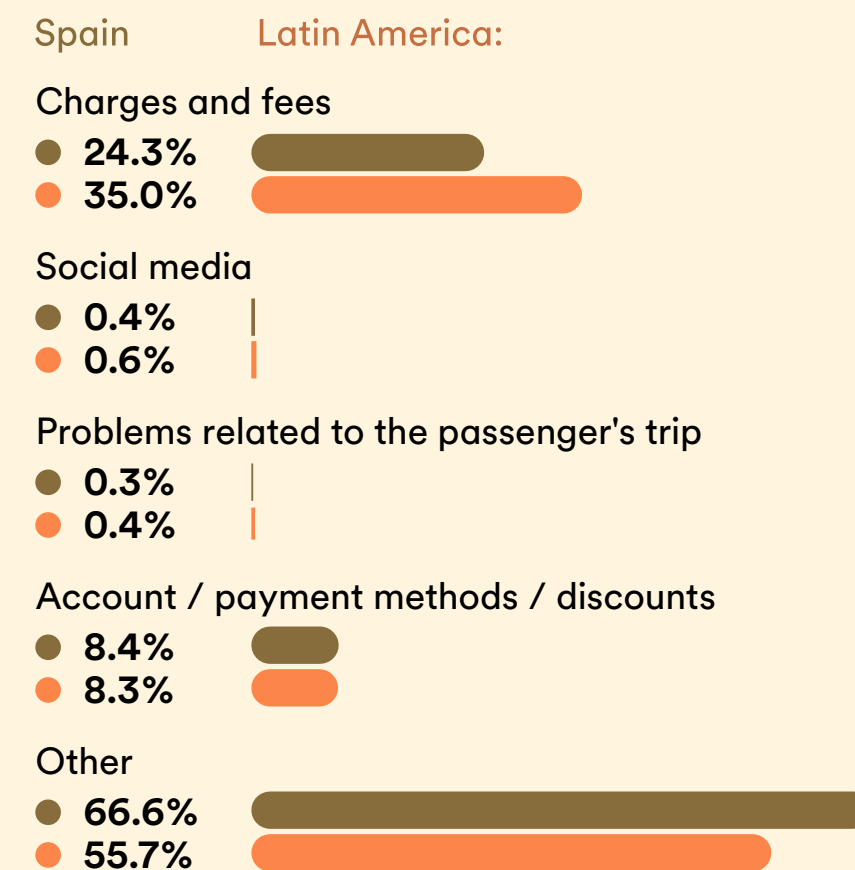
We're available 24/7

We hear you. We want you to enjoy your trip, but also accompany you as you do and for you to tell us everything that's important to you and that can make us improve.

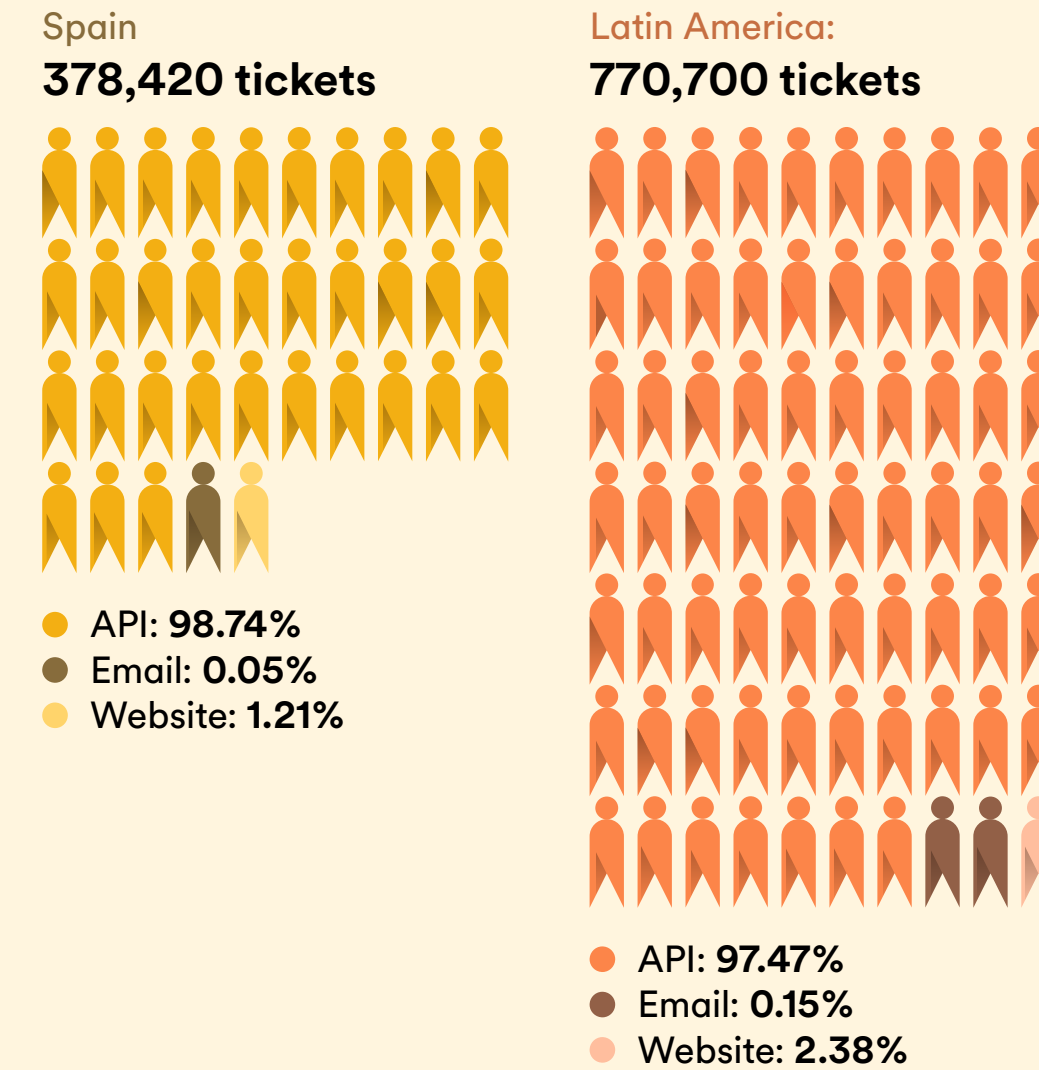
There are three channels –web, email or API²⁵ – that allow us to be closer to your needs, while offering you the possibility to choose the one that's most convenient for you at any given moment, giving you real-time service based on whether –for example, you have problems with the pick-up point or to start your trip–.

In total, in 2022 we received 1,149,120 tickets (complaints, claims, queries or doubts) from passengers. This translates into a 43% lower ratio of tickets per person than in 2021, which is very good news: it confirms that all the efforts we make to offer you the best service are having positive effects.

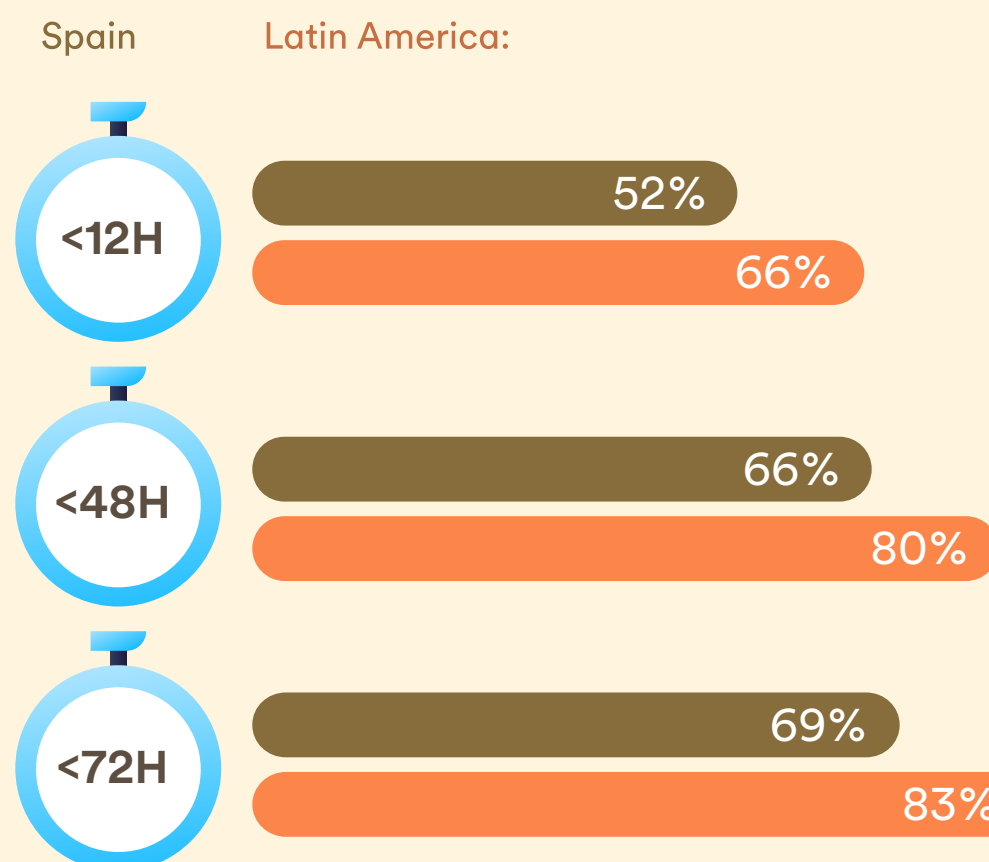
Type



Reception way



Resolution



Your principles as a passenger

We take our ethics with us everywhere... and this is what we expect if you travel with us.



RESPECT

Your driver is your traveling companion, and whoever guides you always deserves respect.



CARE

Correct use of the vehicle, added services and the environment is essential.



PRUDENCE

The seat belt is there for a reason.



CONVERSATION

Leave controversial topics of conversation in the trunk (and leave them there).



SECURITY

Inappropriate language, abusive gestures and abusive questions are best left behind.

Your company, on the right track

We help you define your mobility strategy by providing you with competitive rates and a variety of tools so that, whether you are self-employed or a company, you can obtain maximum profitability and enjoy a tailor-made service. What if moving around the city stopped being a stressful experience and became a pleasure? What if it also has a positive impact on the city? We'll take you there!

Our business base grew

+52% in Spain
+22% in Latin America
compared to 2021

96% of trips

were rated as excellent by our corporate clients

We are the favorite brand for

3/4 of the companies
that move with us

Corporate mobility solutions

Characterized by quality and safety, our services are aimed at the well-being of your team and the efficiency of your business. But above all, to offer you the ideal solution for all your company's mobility needs.

TRAVEL TO MOVE AROUND AND LET YOURSELF GO

Private vehicles with driver or cabs. We facilitate your employee's transport in a comfortable, safely, punctually and practically. In addition, you can do so with categories that respond to specific needs, such as Group or Eco, among others.

NEW! ECO

Our Eco category offers the possibility of traveling using only with electrified vehicles –hybrid, plug-in hybrid and electric– to reduce your travel carbon footprint.²⁶

DRIVE²⁷ TO MOVE AT YOUR OWN PACE

Our micromobility options, now also for companies: electric scooters and motorcycles (0 CO₂ emissions) or plug-in hybrid cars.

LOGISTICS SO THAT WE MOVE EVERYTHING YOU NEED

NEW! Cabify Logistics

Our last mile planning, warehousing and distribution service for companies. Whether you are a large company or small business, we have thousands of delivery drivers to offer pick-up and immediate shipments, as well as warehouses to facilitate successful deliveries.



MANAGEMENT TO SOLVE EVERYTHING

NEW! Cabify Solutions

To offer you a comprehensive management of corporate travel with different solutions tailored to your needs, such as Cabify by the hour, Cabify for events or Cabify as an employee benefit.



Hello, Cabify Logistics!



Cabify Logistics is the new brand with which we are growing as a family in the emerging logistics market.

Shipment planning, own fleet and warehouses, last mile zero-emission shipments... with

Cabify Logistics we move everything for you!

YOU ASKED FOR IT, WE MADE IT HAPPEN

We researched what you would ask from a logistics service. Said and done.



PLANNING SERVICE

From our platform you will be able to create the request for as many shipments as you want. In an agile and automated way.



SPECIALIZED DISTRIBUTORS

We work with carriers that meet our quality standards to ensure the highest quality in every delivery.



24-HOUR SUPPORT

We build a specific service model for your company with 24/7 support to solve any situation.



WAREHOUSING AND FORWARDING

We store your shipments in our warehouses to offer you more flexibility. You will have stock when you need it and your recipient will be able to choose when to receive it.



SMALL AND LARGE SHIPMENTS

We adapt to the volume and quantity of product you need to deliver with vehicles of different sizes.



GUARANTEED DELIVERIES

You will know the name and identification document number of the person receiving the package. We leave a record of the sending via SMS and photo to the recipient.



REAL-TIME TRACKING

When the order is in delivery, you will be able to know its location and estimated delivery time.

IF YOU LEAVE A TRACE, MAKE IT POSITIVE

It is not enough to just do things in any way: we must be as sustainable as possible.



OUR KNOW-HOW

This knowledge allows us to optimize routes to avoid unnecessary kilometers. And as we all know... Fewer miles traveled equals less CO₂ emitted.



COMPENSATING IN THE MEANTIME

But until we reach 100% in all countries, we offset all carbon emissions generated.



OBJECTIVE: ELECTRIFICATION

Our priority is to reach the point where the entire fleet working at Cabify Logistics is electric. In fact, in Spain, 100% of the company's own vehicles already are.

Your shipments with Cabify Logistics also have

carbon offset certificate!

CONNECTIVITY AND AUTOMATION

It looks like magic, but it's a decade of experience developing our artificial intelligence. It is said fast, just as fast as the integration with your company through our API or directly from your e-commerce platform.



SHOPIFY AND MERCADO LIBRE FLEX

The management software for your e-commerce.



BUSINESS API

We connect in a flexible way to automate everything.

x3!

This is the figure by which Cabify Logistics' activity has multiplied since early 2022

More solutions, better functionality

NEW CABIFY SOLUTIONS

- + Cabify as an employee benefit**
Offer your employees an extra benefit to attract and retain their talent, with a Cabify balance for their personal trips.
- 🕒 Cabify by the hour**
To save time and money when you need to make many trips. Hiring a car by the hour, with unlimited stops, without having to wait or make several reservations and knowing in advance how much it will cost.
- 🚩 Cabify for events**
If you are going to organize an event, don't worry about transfers and just worry about your guests enjoying themselves from the first minute. We offer you transportation vouchers, travel scheduling service, group transfers, personalized codes... we adapt to your celebration so that everything runs smoothly.



THE USUAL SOLUTIONS

- 📁 Flexibility in payment and invoicing**
The payment method is also customizable, and you can choose to establish one for the whole team or for each user, as well as choose to pay after each trip or at the end of the month. Billing management is automated, allowing you to download invoices, receive a unified invoice at the end of the month, create cost centers and reports to control consumption, view trip history and label trips for better control and tracking.
- 💻 Corporate platform**
Customize your corporate account through our platform, assigning administrators, permissions and different user groups, and establish travel policies, with limits and restrictions, according to the transportation needs of each employee.
- 👉 Request travel for others**
Request a trip on the spot for your customers or guests without requiring them to have an account. You will only need to provide a mobile number so that they can receive the necessary notifications by SMS to ensure their trip is successful.
- 🏷️ Cabify Vouchers**
Offers the possibility of purchasing a quantity of vouchers so clients or employees can move to your offices; a versatile option to celebrate private events, generate loyalty among the team or offer a little something to your partners.
- 👤 Automated registration**
Completely anonymous registration option for new clients, which does not require contact with an agent and allows you to start traveling once completed.
- ✓ At your disposal**
With expert agents to attend in a personalized way to any doubt or need. And of course, our channels for resolving queries and incidents on trips: web, email, API.
- 👥 Your opinion is essential**
Understanding how you perceive our proposal and if it responds to what your company needs from it allows us to continue adjusting it. Conducting surveys every year is essential to know where we should be heading and to remain your corporate mobility option.

COMMUNICATION
CAMPAIGN

The company Christmas party

The gifts of socks, the decorations, spending time with the family... For our Christmas campaign we thought about all those typical things that happen during the holidays, and we focused on that great staple of this time of year: the company Christmas party.



The end of the year is fast approaching and the long-awaited (or dreaded) company Christmas party is upon us to fill the rest of the year with anecdotes. In addition to preparing our own, we took the opportunity to talk to our corporate audience about our specialty: safe travel.

If there's one thing all all company Christmas parties have in common, it's those awkward moments when we want to disappear. It is a universal and inevitable fact. That colleague who loses the run of themselves with the wine, the one who dances as if he were at a festival, the funny boss... In every dinner there is a moment to say 'enough'. And that's where we come in.

Through all these situations we all know so well, we wanted to remind you that we are just a click away when you need us most. Can't stand another minute? No problem! Cabify is always there to take you home with the safety we're known for. Take a deep breath. We've got your back.

THIS IS WHAT WE DID:

- 5 main videos, including [this one](#) o [this one](#).
- With banners for a digital campaign.
- [Posts](#) on social media.
- CRM campaign to all our audiences.

➕ See all 2022 campaigns in [Our brand](#) section

Sustainability as an added value

Our multimobility ecosystem, committed to sustainability year after year, is a plus for freelancers and companies that value making a positive impact on cities as much as we do.

What if you haven't yet started down the path to making your business sustainable? It's time! To give you an idea, the number of companies in Latin America with sustainability strategies increased by more than 20% from 2021 to 2022²⁸ this motivated us to share our experience through a campaign in the region with the desire to make this commitment even more extensive at the corporate level. We know that the first steps are always complicated, and at Cabify we are happy to contribute and share our experience so that everyone can move forward on basis of sustainability.

We remain committed

To achieving full decarbonization of vehicles operating with Cabify by 2025 in Spain and 2030 in Latin America

So that everything runs smoothly,

The Cabify corporate team that accompanies you in all countries received *ad hoc* training in 2022 focused on reinforcing their knowledge and tools around corporate sustainability

Reducing emissions

In 2022 we started offering Cabify Eco²⁹ a category for traveling only with electrified vehicles –hybrids, plug-in hybrids and electric vehicles– to reduce your travel carbon footprint. In addition, our multi-mobility platform increasingly offers zero-carbon options, such as electric motorcycles.

All carbon neutral travel, with your offset certificate

We neutralize the CO₂ emitted in all your trips so that your company can move more peacefully.

We are pioneers in providing certificates that accredit companies that travel with Cabify that 100% of their carbon emissions have been offset. The certificate includes the exact amount of CO₂ generated and thus offset, as well as the environmental projects in which we have invested by 2022 to become carbon neutral. Thanks to your journeys we fight together against climate change by supporting initiatives to promote reforestation and renewable energies.

We have provided more than 3,400 certificates this 2022!

Mobility with Impact Dossier

On the occasion of the European Mobility Week, we have joined forces with Corresponsables to launch the dossier Mobility with Impact. In it we share the results of the survey we conducted for [+ World Car Free Day](#) and our [+ Sustainable Business Strategy 22-25](#), inviting more than 20 business, institutional and public stakeholders from Spain and Latin America to share their views on mobility and sustainability across a number of panels.

Recognition of customers with the highest carbon offsets

In 2022 we held our first sustainability event for corporate clients in Colombia, through a tree planting day in the vicinity of Bogotá in which several representatives from different companies that currently use our service participated.



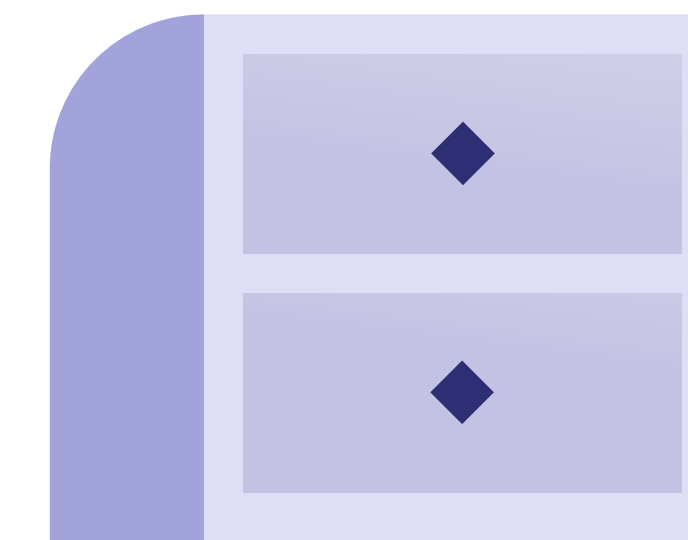
NEW! Resources for building sustainable mobility

Sustainability is Cabify's driving force and we know it is also an important pillar for our corporate customers. During 2022, we continued to share all our knowledge in this area with great experts. We offer all companies a series of resources so that together we can continue to build more sustainable cities.

Read on and you will know what we are talking about.

50+ partners

participated in the development of these Cabify resources in 2022



JOURNEYS

WE BRING THE KNOWLEDGE ON BOARD

We chat inside a Cabify with figures from some of the most important companies in Spain and Latin America. And we recorded it so we could share it with you later.

- **IT services sector.** Director of Responsible Business and Accenture Foundation Spain, [Ana Millán](#) joined us on March 8, on the occasion of International Women's Day, to talk about diverse, egalitarian and inclusive workplaces.
- **Food industry.** On her way to her office, [María Paula Cano Guzmán](#), Director of Corporate Affairs for Latin America and the PepsiCo Colombia Foundation, presented the platform that has placed sustainability at the heart of the company: PepsiCo Positive.
- **Telecommunications sector.** [María Fernanda López](#), sustainability and Social Responsibility Manager of WOM Colombia, traveled in Cabify to tell us how they are connecting communities, especially rural ones, to fight the digital divide in her country.

- **Energy sector.** We share a journey with the Communication Director of Enel Energía México, [Barbrha Ibáñez](#), she talked to us about Mexico's potential for renewable energies, Enel's goal of reaching Net Zero in the short term and how diversity allows them to innovate.
- **Software industry.** We also welcomed [Cristina Ricaurte Castilla](#), Director of Solutions, Innovation and Sustainability at SAP, and as well discussing what is made possible by sustainability makes possible and how her company works in this area, revealing her mantra: Sustainability is contagious!
- **Financial sector.** We also picked up [Marta Aisa Blanco](#), Director of Responsible Banking at Santander Spain, to learn more about the bank's sustainable strategy, its public commitments to diversity and inclusion, and how it reduces its environmental impact.

CABIFY FOR BUSINESS BLOG

GET THE LATEST NEWS AND UPDATES

Articles, interviews and videos where we develop in depth the latest trends in mobility for your company. Of the 42 articles on sustainability that we have published in 2022... these are the ones that have most interested you:

- [5 examples of sustainable native companies](#)
- [IPCC 2022 Report: its main findings on climate change](#)
- [3 cities joining decarbonization with smart mobility](#)
- [What is an eco-neighborhood? Where are they located?](#)

- [Electric taxis gain foothold in Santiago de Chile](#)
- [3 companies with a sustainability strategy with an impact](#)
- [Ana Falú or women's right to the city](#)
- [The major challenges of electric mobility](#)
- [Health and urban development: How to design a healthy city](#)
- [Salvador Rueda and the superblocs: how to give the street back to pedestrians](#)

E-BOOKS AND INFOGRAPHICS

CONTENT TO READ

What can your company do for the environment? How can mistakes at work be turned into successes? What transportation options are safest for employees? We offer several e-books to help you find answers...

- **Sustainable mobility.** Reduce unnecessary trips, ensure maximum occupation of vehicles, promote green transport... Move your company in a sustainable way with [this e-book](#).
- **How to create your sustainability report.** Tell your customers and competitors about your commitment to the planet by creating [your own sustainability report, step by step](#). We did it with the support of Mutual Médica, Grupo Oesía, KPMG and Aplanet.
- **Last mile' opportunities in South America.** Discover the technology that makes immediate last mile deliveries possible, with input from LastMile Consulting.

WEBINARS, TUTORIALS & LECTURES

CONTENT TO VIEW

We like discussions with many voices and our webinars were not going to be less. We invite great speakers so that you always have a specialized vision of each topic we deal with. And best of all, you can also participate in the Q&A, or re-watch the recorded content whenever you want.

- **Sustainability strategies with impact.** Improving your company's financial results by applying sustainability strategies is possible. Experts from SAP, Solaria, the United Nations Global Compact and Telefónica give you [the keys](#).
- **Diversity: a lever for generating value in the business.** If you think 'enterprise' and 'diversity' go hand in hand, [this is the webinar for you](#). Learn how to use technology and innovation in favor of inclusion, through the experience of professionals from AB-Inbev Peru, L'Oréal, Getty Images, the European Institute for Diversity Management and Corresponsables, and find out more about how to transform cities to be more sustainable! Where?

 In our profile on [LinkedIn](#)

 On our website [Cabify for Business](#)

1.3 Technology that contributes, innovation that adds up

It is not news to say that technology has changed our lives. It is present in our day-to-day personal and work life. But can we use technology to go a step further and generate a real and positive impact on society as a whole? At Cabify we believe we can, and we rely on innovation to achieve it.

Going further

To achieve relevant changes in society, our GPS has very tight guidelines. Investing in technology and innovation is always a safe bet to keep moving forward; so is maximizing all our internal work through collaborations and partnerships, and ensuring that everything we develop has a positive social impact.

If we're being honest, this might be the longest section of this report. Cabify's vision is based on the belief that technology can positively transform our cities, and we rely on it to do so. That it is not the most extensive is due to something very simple: the entire report, and therefore all our work, is impregnated by the spirit that moves us, which is none other than to innovate in technology to achieve a better mobility that makes us live better.

Innovation + talent = evolution

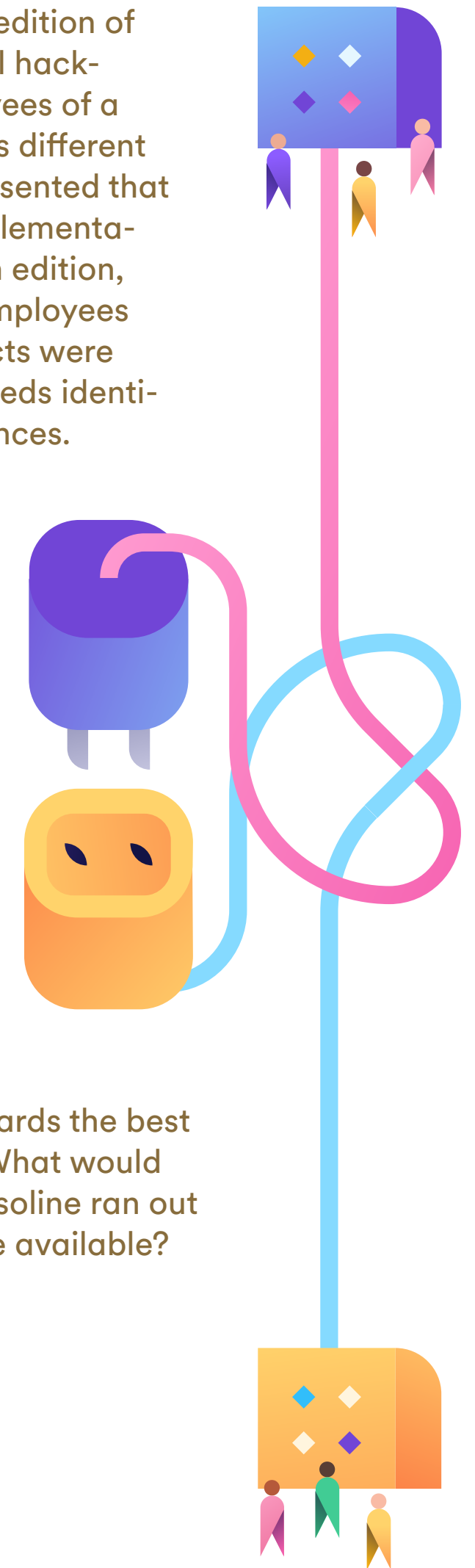
In 2022, the certified amount of investment for the purposes of the R&D&I deduction considered in the Corporate Income Tax Law was more than 8.5 million euros in technological investment (TI) and 1.9 million euros in R&D, equivalent to 10.5 million euros.

In addition to this investment, the company has also benefited from a Social Security bonus in the amount of 155 thousand euros corresponding to the contributions of 44 employees dedicated to research work whose salary has not been included in the aforementioned R&D&I deduction base.

! Explorers: our hackathon

Every quarter, we hold an edition of Explorers, Cabify's internal hackathon³⁰ open to all employees of a tech profile. The event sees different projects and initiatives presented that may end up becoming implementations of our app. In its sixth edition, the second in 2022, 215 employees participated and 23 projects were presented based on the needs identified for our app and audiences.

A good example of the results of Explorers is the 'Marketplace simulator', one of the winning projects of a hackathon, which we have finally developed together with the Universidad Politécnica de Madrid. This tool takes us into the future, simulating new realities and their possible consequences, allowing us to recreate and evaluate situations and direct our actions towards the best experience for our users. What would happen, for example, if gasoline ran out and only electric cars were available?



Technology at the service of society

Without technology and innovation, the positive social and environmental impact described in this report would not be possible. Through them, we connect people, adapt to the changing world and drive change. Even beyond Cabify.

Cabify's multiplier effect

Endeavor Insight, Endeavor Spain and Google for Startups partnered up to study the entrepreneurship ecosystem of technology companies in Spain, with the aim of providing information on the current state of the sector, its strengths and weaknesses. Our CEO, Juan de Antonio, was one of more than 100 tech entrepreneurs interviewed and Cabify was one of the 715 companies analyzed.

The result was the report 'Mapping Spain's Tech Sector', which highlights Cabify as an example of the multiplier effect that successful founders can have by providing mentoring, investment and employment to people who then go into entrepreneurship themselves. Supporting local talent helps the technology ecosystem grow and thrive; this is demonstrated by the more than 40 people who, after working at Cabify, have founded their own companies in 13 different countries. And why do we pursue this kind of social impact? Because cities also become better if we generate value.

Cabify took **6th position** in the list of companies where Product Managers and Product Designers in Spain would like to work!³¹

The 'Mapping Spain's Tech Sector' report ranks Cabify as the most important **3rd most influential** technology company in Spain

Multiplier effect, Cabify's influence on the ecosystem



Cabify Tech

That's the name of Cabify's technology domain, a space where we share our knowledge and experience through the posts signed by our engineers, programmers and designers on the blog, and where you will also find a *handbook* on how we work at Cabify. If at some point you would like to join our technology team and help us transform urban mobility, this place is a good place to start!

NEW! Women Tech Dating

Did you know that only 13% of students in the STEM courses (science, technology, engineering and mathematics) are girls?³² If we want to change the world, we realized that we had to start doing it from within, carrying out actions aimed at promoting equal opportunities in the technology sector. That's why, in November and for three days, we held the first edition of Women Tech Dating, an online open house session to shed light on different students and professionals interested in learning more about our sector.



+ More information about Women Tech Dating at [Diversity and Inclusion](#)

Cybersecurity and privacy: attack-proof bodywork

Protecting our platform and keeping all the data it supports, yours and ours, secure is one of our main concerns. Cybersecurity and data privacy is a vital issue of the highest priority, which is why we approach it holistically, involving every single person working at Cabify.

Managing risks in a constantly changing digital environment requires tenacious updating, a solid and robust system and a great capacity for adaptation. We take it as a commitment, rather than a challenge. And if there is one thing that remains the same, it is how we approach it: we work on resilience on a daily basis to ensure the success of our security in the future.

Grade A in Security Scorecard

When all our efforts in this area are rewarded, the satisfaction is twofold. In 2022, we achieved the highest A grade in Security Scorecard, a world leader in cybersecurity ratings that scores corporate entities based on objective metrics such as the security of their network and endpoints, speed of updates or IP reputation. Our score of 90/100 makes us stronger against potential security vulnerabilities and is a key asset for our home and business users.



We have a score of

90/100

in Security Scorecard, which ensures that our cyber security meets the highest standards

We shield the data on our platform

In an increasingly digitalized world, security takes on a new dimension. That's why we have a cyber risk management policy and corporate data security standards for data processing and frequent audits, allowing us to adapt to the most rigorous cybersecurity requirements and reinforce the security and privacy of our platform and all the data it supports.

Cybersecurity: all for one

Ensuring our team is trained in the best safety practices is just as important as occupational risk prevention. Faced with cybersecurity attacks, which increased globally by 150% in 2021³³, we want serve as a bulwark against cybercrime. In 2022, two-thirds of companies were attacked by ransomware³⁴ and behind 95% of security breaches is the human factor³⁵. On top of that, 87% of consumers say they would not do business with a company if they were concerned about its security practices and it is estimated that organizations that have adopted a cybersecurity mesh architecture by 2024 will reduce the financial impact of security incidents by 90%.³⁶ For these reasons, we conduct mandatory online training for the entire team every year, ensuring that we leave no gaps to chance and that our exposure is as minimal as possible.

Testing the Certificate of Algorithmic Transparency

In Spain, we joined the pilot test of Adigital -the Spanish Association of the Digital Economy-, which has created a pioneering seal in Europe for companies that are transparent with their algorithms, following the creation in the EU of a Regulation on Artificial Intelligence. The initiative, which seeks to foster confidence in AI and its ethical and responsible use, will become a benchmark for the rest of the continent if successful. At Cabify, we are part of the 31% of Spanish companies that use algorithmic models or automated systems³⁷ and we are one of the four Spanish startups that are testing and helping to achieve this certificate, which will be issued at the beginning of 2023.

1.4 More transparency makes us stronger

As in any relationship, communication is important. That's why we take care of our stakeholders, asking what we can improve and evolving according to the most relevant issues for our environment. And, of course, remaining faithful to the reality of the facts and showing ourselves as we are. Here at Cabify, what you see is what's there.



Our stakeholders

We like to think of Cabify as a collective of people participating together in the sustainable transformation of transportation and cities. Fostering transparent and constant communication with our stakeholders is fundamental. Who are they? What channels do we use to reach them and how can we commit to keep the information flowing?

Using internal tools such as Global Survey, NPS and Atlas, in 2022 we again listened to Cabify's partner drivers and collaborating taxi drivers, the people and companies that use our services and our team, as well as the rest of Cabify's stakeholders. Knowing what concerns them helps us to better understand how they value us and what their experience with us is like, giving us clues to reroute our path if necessary.

So that our stakeholders can learn about all our work in sustainability and have access to updated information about our activity in this area, we've created cabify.com/sustainability

STAKEHOLDER GROUP	CHAPTER OF THE REPORT	CHANNEL
EMPLOYEES	+ Our team	<ul style="list-style-type: none"> - All Hands (our monthly global meetings) - Email - Explore (our intranet) - NPS - Slack
DRIVERS (partner drivers and collaborating taxi drivers) AND VEHICLE FLEETS	+ Partner drivers: the path is forged behind the wheel	<ul style="list-style-type: none"> - API - App - Chat - Telephone - Email - Global Survey - Website
INDIVIDUAL AND CORPORATE USERS (passengers and courier)	+ Mobility that transforms realities	<ul style="list-style-type: none"> - API - App - Chat - Telephone - Email - Global Survey - Website
SOCIETY	+ Better cities for all	<ul style="list-style-type: none"> - App - Campaigns - Social media - Website
INVESTORS, FINANCIERS AND ANALYSTS	+ That's how we contribute to economic development	<ul style="list-style-type: none"> - Email - Face-to-face meetings and video-conferences - Telephone
REGULATORS AND SUPERVISORS	+ Joining forces	<ul style="list-style-type: none"> - Through local and international business associations - Meetings with Public Administrations
SUPPLIERS	+ That's how we contribute to economic development	<ul style="list-style-type: none"> - Email - Face-to-face meetings and video-conferences - Telephone

Joining forces

At Cabify we believe that strength always wins through unity. That's why we collaborate with different institutions with whom we share common objectives or interests, and collaborate with the public and private sector to achieve further progress in urban mobility.

Juan de Antonio, President of Endeavor Spain

In October, our CEO and founder was appointed the new president of Endeavor Spain, coinciding with a renewal of the board of trustees with professionals like Pau Gasol and Pablo Isla becoming trustees. The relationship between Cabify and Endeavor dates back to 2015, when Juan de Antonio was selected as an Endeavor Entrepreneur. He later became a member of its board of trustees and in 2020 became vice president, assuming the presidency in 2022.

Endeavor is a leading global community for High Impact Entrepreneurs, with a presence in more than 40 countries. In Spain, where it has been present for 8 years, it has a network of 72 entrepreneurs who lead more than 50 high-growth companies.



WE COLLABORATE WITH...

GLOBAL

Sustainable Development Goals (SDGS)

We align ourselves with the United Nations 2030 Agenda, focusing on three main objectives to contribute to sustainable development: Decent Work and Economic Growth, Sustainable Cities and Communities, and Climate Action.

Global Compact

As a signatory to the United Nations Global Compact, we are committed to protecting employment, the environment and human rights while fighting corruption.

SMPs

We adhere to the SMPs (Shared Mobility Principles for Livable Cities) to work for inclusive, sustainable and safe cities through urban mobility.

LATIN AMERICA

BLAO & IDB Invest

Since 2019, Blue like an Orange Sustainable Capital and BID Invest, in their commitment to initiatives with positive impact, support us in our sustainable expansion.

Mujeres al Volante

Mobility association and community that aims to get more women behind the wheel as a reflection of their development and freedom in society; and to reduce the existing gender gap in the field of professional mobility.

Alianza In

Innovation, Technology and Digital Economy association, which brings together apps that share a commitment to social responsibility among other factors.

CITEC

The Ecuadorian Chamber of Innovation and Technology is an association that represents the software and information technology sector, and promotes the link between the private and academic sectors and the government to carry out coordinated actions to develop innovation in the country.

ACA-CDMX

Launched by WWF Mexico and the Government of the CDMX with the support of different sectors, the Alliance for Climate Action of the Metropolitan Area of Mexico City seeks to empower key actors at the local level to accelerate the transition to a low-carbon society.

AIMX

Mexican civil association that has the main players in the Internet industry as partners, to guide their interests towards the free, responsible and safe development of the network, thus generating a positive impact on society.

COPARMEX

The Confederación Patronal de la República Mexicana is an independent, non-party political and voluntary employers' confederation that brings together entrepreneurs of all sizes and sectors, united by a deep commitment to Mexico, and those whom it represents in the, economic, social and political spheres, both in Mexico and overseas.

COMEX

The Sociedad de Comercio Exterior is a business association that seeks to contribute, with public policy proposals, to generate employment, create opportunities and improve the quality of life of citizens.

SPAIN

Adigital

Alliance that contributes to the growth of the economy using technology and digitalization.

AEGVE

Association focused on the needs of travel managers of the country's leading companies.

ASEVAL

Car rental business association of vehicles with and without drivers in Madrid.

Companies for Sustainable Mobility

A meeting point for companies, institutions and administrations focused on achieving safe, inclusive and environmentally friendly mobility.

Spain Tech (EsTech)

Platform founded by high-growth tech-based companies in Spain, including Cabify, with the aim of promoting the development of a technological and digital productive fabric that to reach 40% of Spanish GDP by 2030.

Global Mobility Call

We are strategic partners of this international fair on sustainable mobility that annually brings together all the industries and agents involved in its development.

Madrid in Motion

Initiative that generates solutions aimed at overcoming the challenges of mobility in Madrid, generating a positive impact on the cities of the future.

Our brand

We don't stop moving. That's why we are evolving our brand to get even closer to cities, to people, to you. A journey that starts with an app and that will take us further than ever before.

In 2021, in the company's first decade in existence, we evolved our positioning and brand identity to continue improving our users' experience. The idea was to consolidate everything we had achieved and, without losing our essence, to reflect where we have been going since our beginnings: to make cities better places to live. At Cabify we believe that mobility and technology have the power to create economic, social and environmental value.

But the journey continues after 2021. That you can recognize our brand, identify our values, distinguish our essence and, above all, that you want to join and get involved in the change we pursue, deserves each and every one of the wheel turns we make through the different actions and campaigns we launch every year.

Through them we make sure we get our messages across in terms of what we are and what we believe in, with the creativity and magic that characterize us. Because nothing would make us happier than when you think of going home in the safest, freest or most inclusive way, or when you hear concepts like multi-mobility or carbon neutral, that you think of us.

Campaigns 2022

Throughout this report we have been telling you about the most important campaigns we have launched this year. Have you missed any? Don't even bother to scroll, click on them... and we'll take you from here!

- + [World Car Free Day](#)
- + [Technology that should not exist](#)
- + [Home safely](#)
- + [The company party](#)
- + [It's very Cabify](#)
- + [Pride 2022](#)
- + [Women Tech Dating](#)
- + [Mother's Day \(Earth\)](#)
- + [On your way](#)
- + [Let's be Carbon Neutral](#)



Vas Seguro

Safety is one of the things most valued when choosing Cabify. And we wanted to emphasize this campaign aimed at young people... Is that you? We want you to go wherever you go, we want you to move better.



#PassionCare

We joined forces with the Serebros Foundation and TNT Sports in the run-up to the great Chilean soccer classic -between Colo Colo and Universidad de Chile- to raise awareness about road safety and the brain injuries that can be caused by a traffic accident. The campaign was based on a true story, that of Matías, who partially lost his memory after an accident, forgetting his family and the club he loved: Universidad de Chile.



Carbon Neutral

We are the first carbon neutral mobility app in Latin America and Europe, and we campaigned so that no one would have any doubts about what this means: we offset 100% of the CO₂ emissions we generate.

Recognitions and awards

When the work we are telling you about in this report is recognized through rankings, awards or distinctions, our journey becomes even more rewarding.



Double Silver Award at the Effie Awards 2022

Our campaigns #elautitodeCabify and 'Seamos Neutros' were awarded with Silver awards in the categories 'Sustained Success' and 'Positive Impact-Branding', at the Effie Awards in Argentina. These annual awards honor the most outstanding and effective marketing and advertising strategies in meeting their objectives.



Merco Ranking 2022



Merco is the world's first audited business monitor and the benchmark corporate reputation monitor. We continue to appear in the Merco Company Ranking, which recognizes the companies with the best corporate reputation in Spain, occupying position number 95 and the only entry in our sector in 2021. Juan de Antonio, CEO of Cabify, was also listed at 48th in the Merco Leaders rankings, rising 2 places, and also appears in the Top 100 of the Talent, University Talent and ESG Responsibility Lists 2022. In addition, this year we have been included for the first time in the Merco Ranking of Companies in Argentina, in the 91st position, and in Merco Talento in the 96th position.



Top 30 most valuable Spanish brands

For the first time, Cabify breaks into this ranking conducted each year by Kantar Brandz based on market capitalization and the value given by consumers. We are the only new incorporation in this edition and we occupy the 28th position.

Best Practice in Sustainable and Accessible Mobility Awards

In the category 'Best Large Company Initiative in Sustainable and Accessible Mobility', the Renault Foundation, in collaboration with the Sustainability Excellence Club, has awarded us this recognition highlighting our main milestones in sustainability since 2018, as well as the launch of our new Sustainable Business Strategy 22-25.

Muévete Verde Awards

Promoted by the EMT and the Madrid City Council, we have been winners in the category 'Transport Decarbonization' category in recognition of our Sustainable Business Strategy 22-25 and the decarbonization objectives and projects included in it.

Fleet Awards 2022

The Spanish Association of Fleet and Mobility Managers (AEGFA) presented us with the 'Fleet Decarbonization Award', for our short and medium-term efforts and strategy to achieve a zero-emission fleet by 2025.

Randstad Foundation Awards

We received the award in the category 'Randstad Foundation Award for technological innovation aimed at promoting the social and labor inclusion of people with disabilities', recognizing the accessibility services of our application.

Trusted Brands Report 2021

We are honored to be part of the ranking that iTrust and Consumer Brands have carried out in Spain to highlight the brands that generate the most trust in the market. Cabify ranks 2nd as a Passenger Transport sector brand in trust generated and 50/100th in the country ranking. With this, we have obtained the 'Seven Stars Brands' trust seal, which recognizes the trajectory of sustainable and socially responsible brands for their excellence, commitment to consumers and their environment.



Best mobility app in user experience 2022

The 2nd edition of the CXI Index Ranking a measurement initiative developed by Activa Research and the Universidad Adolfo Ibáñez de Chile to highlight the Customer Experience benchmarks in 18 service categories in Peru, recognized as one of the companies with the best customer experience management, and gave us first place in the 'Taxi by App' category thanks to our strategy focused on users, 96% of whom rate their experience with us positively in the country through evaluation criteria such as 'Exceptional Service' or 'Excellent Driving'.



People

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People

Projects and figures

To take care of what surrounds us, the first thing to do is to take care of our own. The people who make Cabify move.



Corporate culture based on integrity

Talent retention in the office and a platform for growth at the wheel

OUR TEAM


1,009 ^{+8%} vs. 2021
45% women


6th
position

in the list of companies where Product Managers and Product Designers wish to work in Spain

eNPS: 62!

DIVERSITY AND INCLUSION

 **Equality Plan**
2022-2026

 **Women Tech Dating**
40 Cabify mentors for 132 professionals and students

FLEXIBILITY

 **Policy digital disconnection**

INTEGRITY

 Protocol for the prevention of sexual and gender-based harassment

TRAINING

 **Self-service**

 Scholarships for assistance for studying

 Scholarships **Endeavor**

 **Leadership booster**

 **Coursera**

 Academy **Global Compact**

AWARDS

 Ranking Merco 2022

 Talent Ranking and Merco University Talent 2022



DRIVER USERS


259,134 partner drivers and collaborating taxi drivers

with respect to 2021:

+ 18%
+ 6,620 new partner drivers

 **Cabify Stars**

 **More proximity**

 **More gender equality**

 **More simplicity, transparency and comfort**

 **More partnerships**

 **Cabify for fleets**

 **More earnings**

We are the favorite brand for **8 / 10** persons who use Cabify to offer their services behind the wheel

90% of taxi drivers using Cabify have increased their income and 78% said their perception of the company had improved

 **More security**

9 / 10 drivers perceive Cabify Stars as a differentiating factor

The most secure app on the market for the

82%

x6! Consecutive trips feature allows linking up to 6 times more trips

99.999% trips completed with no accident-related tickets

2.1 Corporate culture based on integrity

Here at Cabify, we have made a commitment, as a company and as a team, that moves us every day. At both the corporate and personal level, we need to create an environment of enrichment and respect where everyone wins: employees, partner drivers, collaborating taxi drivers and the people around us.

Corporate culture and ethical standards

The essence of all the people who move Cabify is embodied in our vision of technology as a means to positively transform cities, in our mission to make urban areas more livable by offering sustainable alternatives to the private vehicle, and in the principles that guide our conduct. And so that we all row in the same direction, our internal policies set the direction to follow.

We have a [Code of Ethics and Conduct](#) which establishes the rules that should govern the behavior and actions among our team and the relationship with third parties; as well as different policies that foster the development of our activity, always within our reach through our intranet, Explora.

GLOBAL POLICIES

- **NEW** Digital disconnection policy
- [Corporate data security standards](#)
- [Anti-corruption and anti-fraud policy](#)
- [Quality Policy](#)
- [Conflict of interest policy](#)
- [Diversity, equality and respect policy](#)
- [Environmental and occupational health and safety policy](#)
- [International mobility policy](#)
- [Internal promotion policy](#)
- [Stock OptionPlan Policy](#)
- [Salary review policy](#)
- [Procedure for requesting an exceptional rest period](#)

⊕ [More information about Policies and Benefits here](#)

Ethical Channel

At Cabify we believe that one of the secrets of a good working environment also lies in our team having a confidential and secure channel at their disposal to report all cases of inappropriate behavior that deviate from our corporate principles.

The channel is in line with the [EU Whistleblower Directive](#), which seeks to protect all persons who disclose unethical conduct, and allows to give information, include images, add voice notes and documents detailing the case –we have received 5 cases in 2022, 2 in Spain and 3 in Latin America, 3 cases less than in 2021–, always with the possibility of doing so anonymously. When a case is reported through the channel, appropriate inquiries are made and the corresponding decisions are taken with the areas involved. In any case, the reported data are automatically anonymized 3 months after the report.

Combating fraud and corruption

We share our principles internally, as well as with our passengers and the people who drive with Cabify, and we take measures to prevent corruption, bribery and money laundering. In this fight, we advocate proactive detection and do everything we can to ensure that no one gets off track.

Compliance in our actions

Our approach to fraud and corruption is exemplary compliance with the law and the legal system in all countries where we operate. All of us who make up Cabify must obey the law and the regulations established by the legal system where we operate; as well as our own applicable policies, in which we establish principles and measures for this compliance, such as the following policies [anticorruption y antifraud](#) and conflict of interest, the [Code of ethics and conduct](#) or the Ethics Channel.

We also establish several key processes and controls to counter the risk of bribery and corruption, both internally and externally with third parties.

Beyond regulations

We don't just limit ourselves to being transparent. Taking advantage of the development we had to carry out to comply with the European regulation PSD2 (Payment Services Directive)³⁸, which aims to reinforce security of payment and improve consumer protection, we implemented some improvements:

- **Authentication of payment methods for high-risk transactions**
Selective friction to force authentication based on a risk score, instead of rejecting orders.
- **Pre-authorizations for Google Pay and Apple Pay**
For these payment methods we initially did not have pre-authorizations implemented, but in 2022 the necessary development was made for their implementation.

Fintech: financial compliance on our platform

To make our platform sustainable, we have our own Fintech team that ensures financial compliance in all the markets in which we operate. Their work involves all of our audiences –passengers, corporate clients, partner drivers and collaborating taxi drivers– offering billing solutions, avoiding debit, improving the payment experience and methods or the number of transactions allowed. And of course, avoiding fraud, and adapting all of the above to the regulatory framework or transparency requirements of each of the countries in which we operate.

2.2 Talent retention in the office and a platform for growth at the wheel

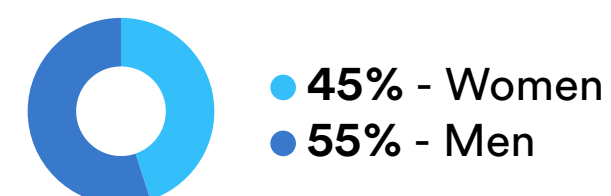
The people who make Cabify a reality, both employees and partners, are the engine that keeps us running. Professionalism, talent, motivation, commitment, creativity... are some of the skills that characterize our team. Don't think we lack modesty. Being sustainable and wanting a better future demands the best version of ourselves.

Our team

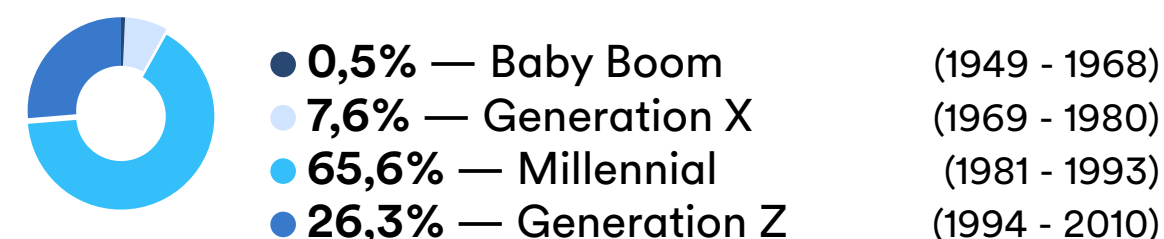
Our driving force and gearing: structure, facts and figures

There are many ways of looking at how our team is composed, a whole of more than 1,000 pieces that reflects the plurality that characterizes us.

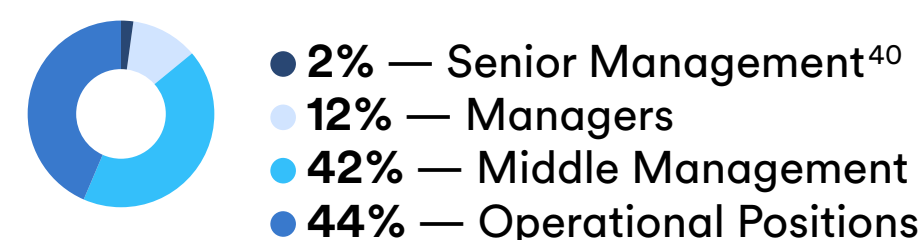
GENDER EQUALITY



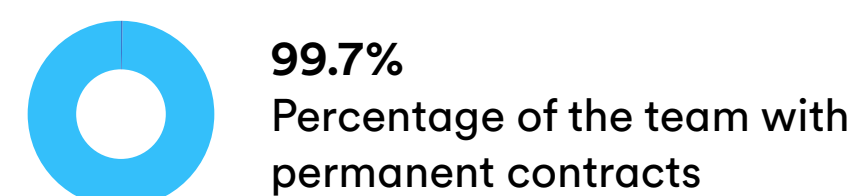
GENERATIONAL DIVERSITY



PROFESSIONAL CATEGORY

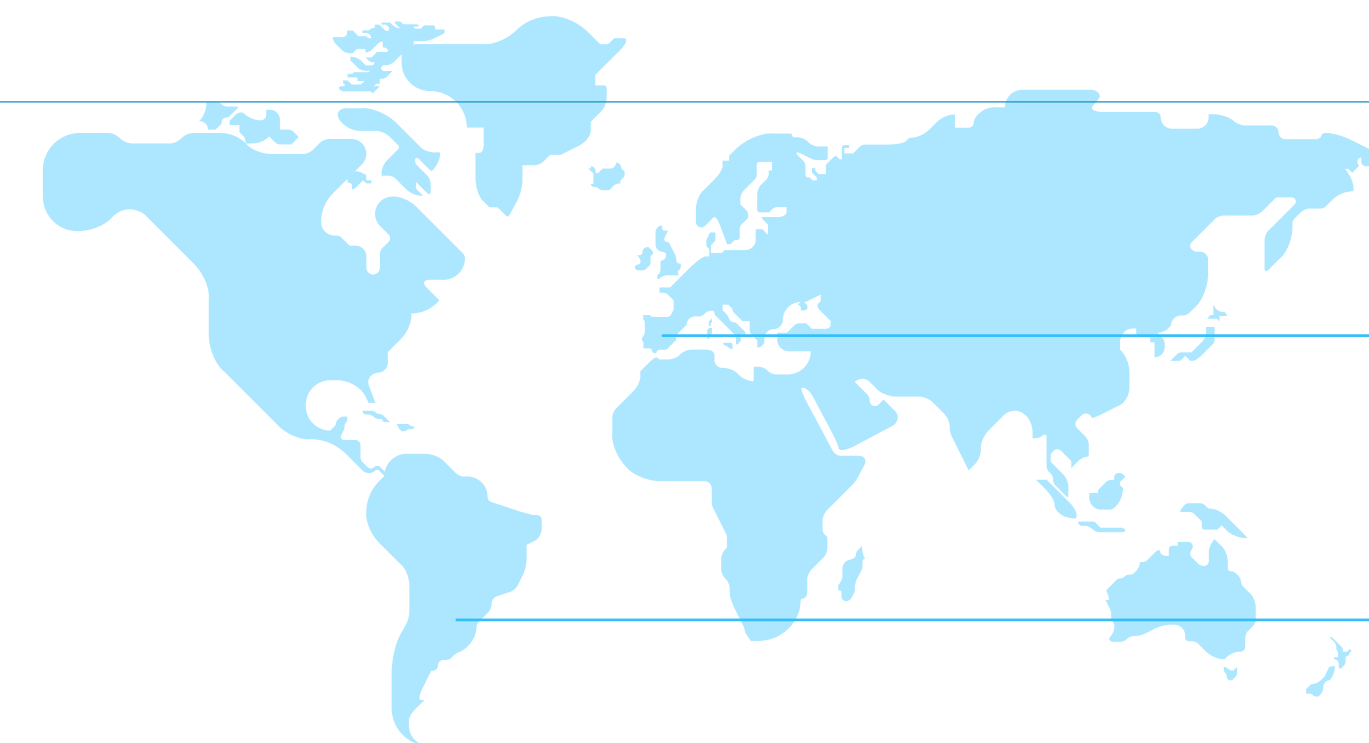


JOB STABILITY



TEAM³⁹

1,009 people

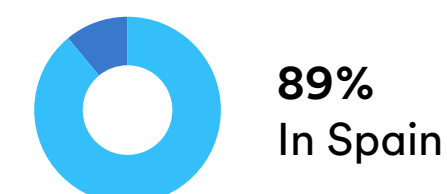


521 in Spain

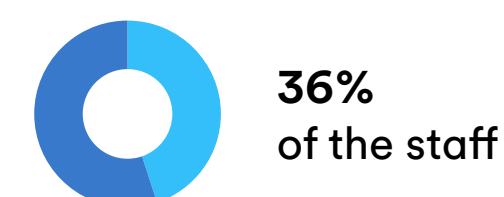
488 in Latin America

LOCAL LEADERSHIP

Percentage of senior management belonging to the local community.



STOCK OPTIONS



TEAM GROWTH

+8% vs. 2021



THIS IS HOW WE SEE OURSELVES

We periodically consult our employees to see how well we are doing and to identify areas for improvement at the work level. Because a large part of our success is having a happy team that not only know what they do, but believe in what we do.

eNPS RESULTS⁴¹ 2022

Q1	Q2	Q3	Q4
57	59	64	68

eNPS: 68!

In Q4 we obtained a score of 68 in the Global Employee Net Promoter Score (ENPS), which aggregates the sentiment of teams from all countries. This is the highest score obtained to date! If a score of 50 is already considered excellent... do you have any idea how proud we are?

+ More information and broken down data can be found in the section [Our gearing, under the magnifying glass](#)

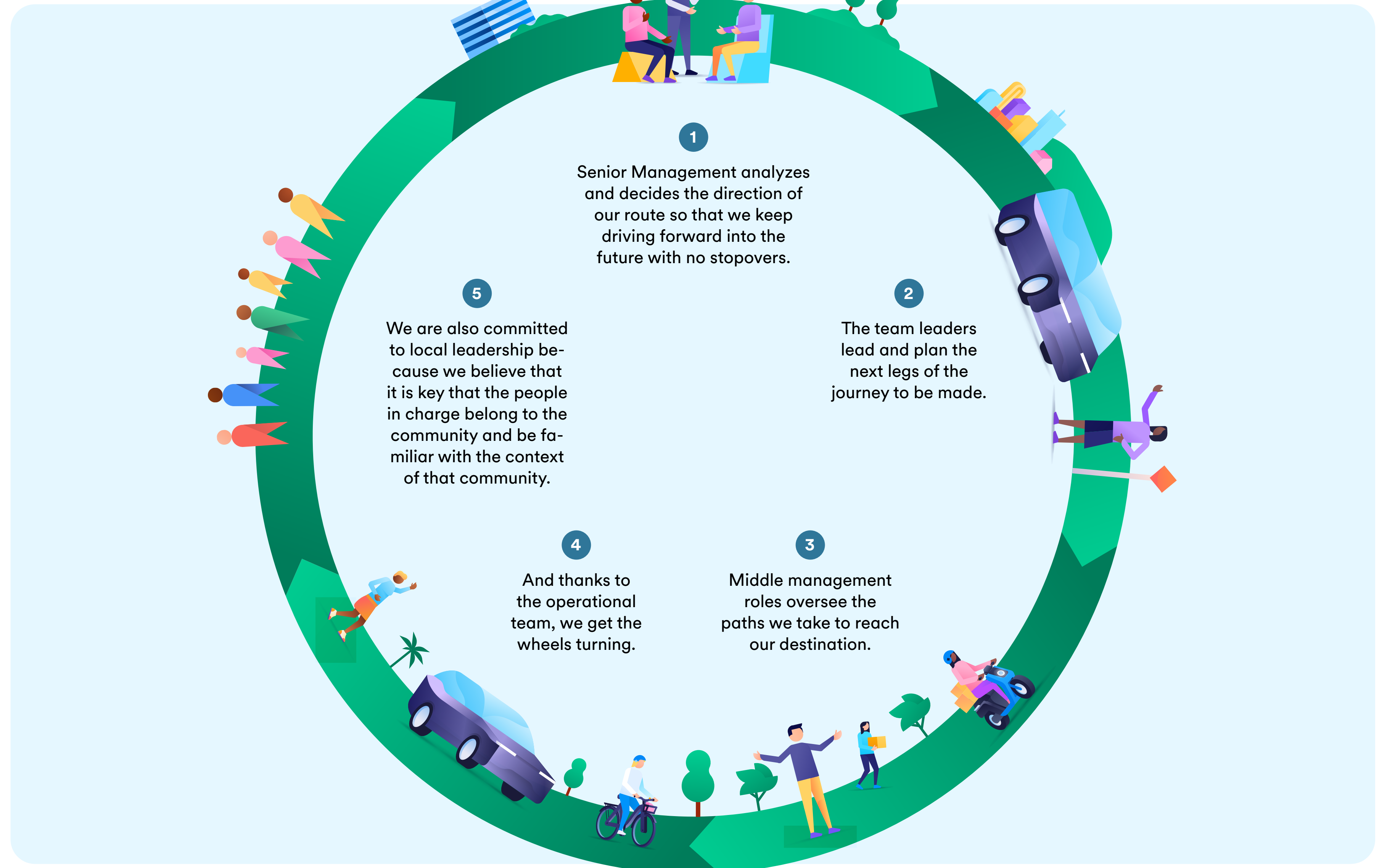
How do we organize ourselves?

We pay tribute to our Engineering and Product team for patenting a work methodology, back in 2019, that ended up being our *modus operandi* when it came to planning and organizing ourselves. When approaching a project, we segment it by audiences (partner drivers, passengers, companies, etc.) and we organize ourselves into *ad hoc* multidisciplinary teams so that nothing escapes us when it comes to making decisions and resolving problems. Bringing together people from different areas who contribute all the necessary points of view to each project allows us to gain agility, enrich ourselves and grow professionally. It's our winning formula!

Everyone at Cabify has a different and essential role, but we share the same map, the same direction and the same destination. And we participated in its construction. Our organizational structure is horizontal: ideas are more than welcome and we are all invited to propose, give our opinion or vote through surveys and other dynamics; and offices are conspicuous by their absence, so that an intern and the CEO occupy an identical workstation. We are proud to have a collaborative and participatory culture.

While it is the case that at Cabify we do not have legal representation of workers, our commitment is to match or improve the minimum conditions set out in each applicable Collective Bargaining Agreement for all the people who make up our workforce in the countries where we operate. In Spain, the employment relationship with 100% of the employees is regulated by Collective Bargaining Agreements for each specific sector and province, depending on the activity they perform. However, in 2021 and 2022 in Spain, we have negotiated with the most representative trade unions in the country and in sector (CCOO and U.G.T.) for the new Equality Plan.

+ More information about the Equality Plan can be found in the section on [Diversity and Inclusion](#)



Taking care of oneself to take care of others

We take care of talent. Our priority in the labor field is to provide quality and stable jobs. Because it is not enough to assemble one of the most talented teams in the technology sector; it is just as important, if not more important, to build and retain their loyalty.

Flexibility

We know that if we want to have the best team, we must work for their happiness. So we internally analyze the company's perception and work environment to continue to improve the flexibility and benefits we make available to you.

The right to digital disconnection

of our team is formalized through a corporate policy since 2022

NEW DIGITAL DISCONNECTION POLICY

That we recognize the right to digital disconnection of our equipment is not new. It is formalized through a new policy, which as of February 2022 establishes the necessary mechanisms for effective compliance, including a series of recommendations to improve time management and the care and protection of the people who work with us.

Limiting the use of technology and exposure to interconnectivity, respecting the length of the working day and rest periods or taking precautions in terms of health, are some of the measures adopted that contribute to greater well-being at work, reducing fatigue or stress and having a positive impact on the work climate or quality of work.

Our new digital disconnection policy complies with the regulations that make it mandatory in Spain –LOPDGDD, Workers' Statute and Remote Work Law–, but also applies to our entire team in Latin America, regardless of whether the development of the functions of each employee is carried out in person or remotely.

ORGANIZATION AND WORKING HOURS POLICY

Offering an environment with flexible hours and the greatest possible freedom to combine the work and personal life of our team in Spain is one of our maxims. This policy gives each employee the possibility to plan his or her work in a timely manner with his or her direct manager. Are you meeting your objectives, level of commitment and productivity? You have our full support and backing!

PERMANENT REMOTE WORK APPLICATION POLICY

Permanent remote work application policy: defines the conditions under which members of the Spain team can agree to work remotely on an indefinite basis.⁴²

REMOTE WORK MATERIAL BUDGET POLICY

The members of the Spanish team who choose one of the remote work formats have a budget for the acquisition of office material on loan. Chairs, flexo lamps, monitors, webcams, headsets, footrests, keyboards, etc.⁴³

Advantages for a better life

It's no coincidence that we're a happy team. We know there is another way of doing things. And well-being and work motivation are the sum of many factors, such as the benefits we enjoy. Here are some of them.

Recharge Day

On the third Friday of every month our computers are shut down and our offices are plunged into absolute silence so we can enjoy a longer weekend. And we will continue to do so in 2023, Wooo hoo!

Hybrid model















We allow our employees to opt for a format of two days per week remote working while attending the office a minimum of 3 days per week in order to make working hours more flexible, improve the work-life balance and maintain a certain degree of autonomy while maintaining a face-to-face relationship between colleagues.

Exceptional rest leave

Our procedure for requesting exceptional leave, 100% paid and 50% paid, is designed to allow team members to adapt their leave periods to their own needs, personal situations, training programs, etc. It is an alternative to the voluntary leave of absence legally provided for in each country, and a commitment on the part of Cabify to making employees happier and developing their full potential.

Journeys for all

Our commitment to the mobility we believe in also means that our team can move in a sustainable way. That's why we provide them with a monthly credit to be used using Cabify's multi-mobility ecosystem, which also allows them to test the app and the service.⁴⁴

-  – Advance of up to 50% of base salary.
-  – Loan of up to base salary.
-  – Advance of up to 50% of base salary.
-  – Loan of up to base salary.
-  – Early finish on Fridays.
-  – 7 extra vacation days (including Transnational Colombia).
-  – Early finish on Fridays.
-  – Remote work 6 weeks/year.
-  – Flexible compensation program (restaurant vouchers, childcare, transport vouchers, etc.).
-  – Early finish on Fridays and intensive working hours for a month during the summer.
-  – Loan of up to base salary.
-  – Loan of up to base salary.
-  – Early Friday.
-  – Discounts and promotions in local companies.

Work-life balance and family

At Cabify we have always advocated for effective work-life balance for our team. Our goal is that our team enjoys their work as much as their family, and that is why we offer them a range of facilities.

CHILDBIRTH AND CHILD CARE LEAVE

Since 2021, in accordance with the provisions of RDL 6/2019 and with the aim of achieving greater equality and fostering real reconciliation in the work and family sphere, childbirth and childcare leave for mothers and fathers has been made equal in Spain for both parents.

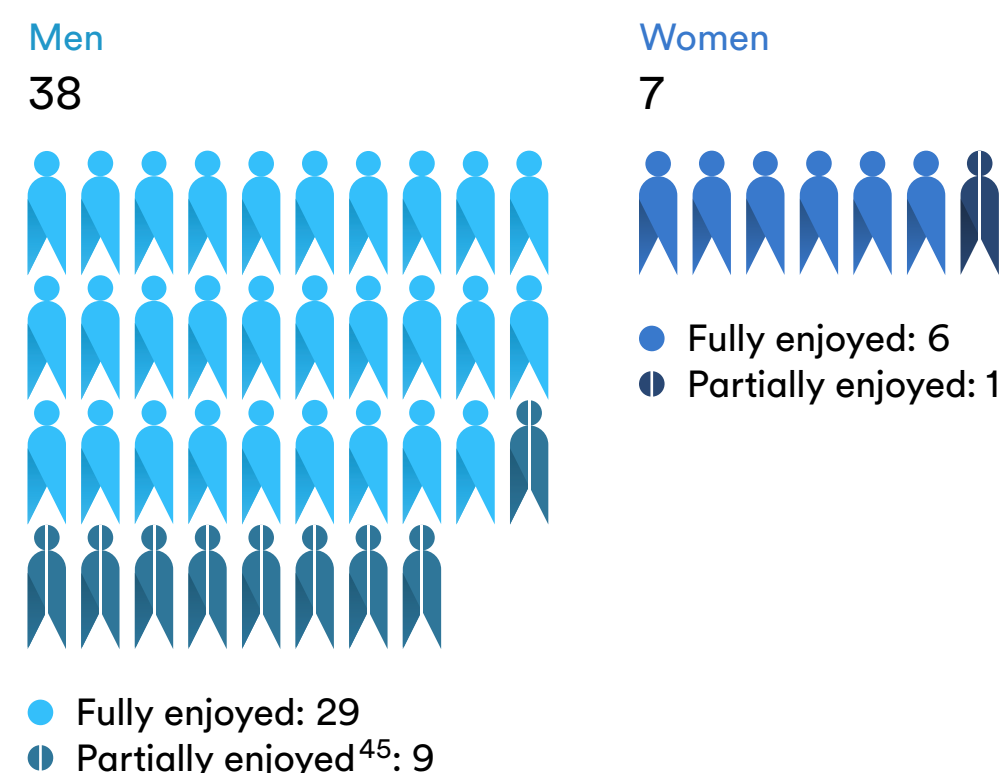
They are granted a 16-week leave for the birth of a child, of which the first 6 weeks must be taken on a mandatory and uninterrupted basis. The remaining 10 weeks can be taken in weekly periods until the child is 12 months old or shared with the other parent in the case of mothers; and accumulated or interrupted until the child is 12 months old, full or part time, in the case of fathers.

And because here at Cabify we know how special –but also challenging– those first weeks can be, we add an extra week for birth or adoption, paid at 100% in Spain, and we improve parental leave in Latin American countries with internal policies.

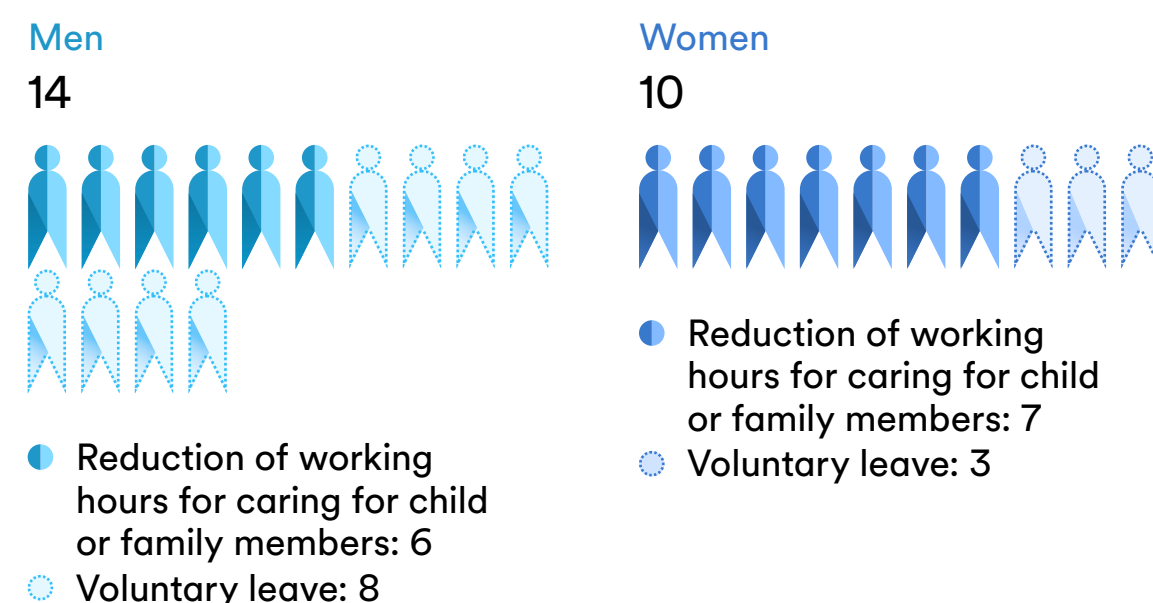
Through internal measures, we improve childbirth and childcare leave

of our entire team in Spain and Latin America

CHILD BIRTH LEAVE (SPAIN)



OTHER PERMITS (SPAIN)



Reconciliation facilities

We remain very committed to work-life balance and in 2022 we maintained all of this support

- One additional week of parental leave.
- Half day for birthdays and birthday of children.
- Marriage leave for domestic partners.
- Special leave in the event of serious illness.
- Pets and kids space in the office.
- Gift for birth of child.
- In Argentina, we improved paternity leave for fathers –the law covers two days, we extended it to eighteen– and we offer mothers the possibility to opt for reduced working hours during the first year.
- Gift for birth of child.
- Half day for birthday.
- One additional week of parental leave.
- Marriage leave.
- One extra week of paternity leave.
- Half day for birthday and children’s birthdays.
- Marriage leave.
- Half day for birthday.
- Half day for birthdays and birthday of children.
- Gift for birth of child.
- Schooling grants for children for the sum of \$100,000 per tuition and year.
- Half day for birthday and children’s birthdays in Colombia and Colombia Transnacional.
- At Colombia Transnacional, through 'Family Day' we offer an extra day off each semester to fathers and mothers.

Training and professional development

We value the talent of our teams and for this reason we make sure to maintain an extra degree of motivation, encouraging them to continue to excel and to have no ceiling as professionals. We promote their training and knowledge between departments through internal programs and with a designated budget for each employee.

EXPATRIATE'S GUIDE

If a person moves, for example, to Spain to work for Cabify, we want their adaptation process to run as smoothly as possible. This guide gathers all the information you need to make a successful relocation, and what better welcome than to save you hours of searching on the internet? From bureaucratic issues such as opening a bank account, registering or accessing health services, to more basic questions such as how transportation works, the local climate or looking for a house.

+15,000
hours dedicated
to training
of the team in 2022

INTERNATIONAL MOBILITY POLICY

Our employees have the opportunity to take on new challenges and roles in other cities or countries, facilitating their professional development. This policy defines the criteria to ensure that your transfer of residence complies with the current legality at the destination and to ensure that you have the maximum support and assistance from Cabify to do so.

INTERNAL MOBILITY POLICY

When we have a vacancy, we try to fill it with internal candidates, promoting growth within the company. This policy opens doors for our team to build a career within Cabify and allows us to retain their talent. Because, you never know, the last can be first!

PROMOTION PROCESS

The other way the Spain team can grow at Cabify is through promotions. The policy that sets out the process for internal promotions defines the times and requirements that each employee must follow in order to achieve it.

SALARY REVIEW POLICY

Establishes the criteria governing the review of the different salary windows -ordinary and extraordinary- and the in-house departments in charge of defining the levels of the people working at Cabify and their salaries.

STOCK OPTIONS POLICY

Establishes and clarifies the guidelines and conditions –tenure, position level, etc.– under which employees may access stock options on Cabify shares.

CONSTANTLY EVOLVING

In 2022, we have continued to promote training actions to update our knowledge and continue to progress together.



NEW Self-service

Each employee has annually €450 of free use to spend on external training of his or her choice.



NEW Scholarships for study assistance

To facilitate the learning of new skills and knowledge related to their current position and/or career plan, Cabify offers 10 scholarships per year for sums of up to USD 4,000 which are allocated to interested team members under weighting criteria.



NEW Endeavor Scholarships

Aimed at Top Management, these scholarships focus on the acquisition of business-related tools and competencies, and include resources in management, innovation and leadership with the objective of generating impact both in our daily operations and in the challenges we face as a company.



NEW Leadership booster

Cabify's management has 5 learning programs that address leadership skills and emotional intelligence, organization and delegation, and tools for conducting critical conversations with their teams or for the entire organization.



NEW Coursera

We launched this pilot in which 14 people, covering all countries and departments, have received guided training through an e-learning platform in which they have acquired the knowledge (*hard* and *soft skills*) necessary to address new professional objectives.



NEW Global Compact Academy

Accessible to all employees, the Spanish Global Compact Network offers, among other resources, 8 free online courses for training in corporate sustainability, covering topics such as the SDGs, diversity and the circular economy.



Agile Training

We have *internal trainers* trained in Agile methodology to support the departments or disciplines that require it, making agility a fundamental element of our corporate culture.

TALENT ASSESSMENT

We learn from each other, we are humble, positive and constructive in the face of mistakes. That's why we have processes in place to put the spotlight on how each person on the team is doing and to let their talent shine ever brighter.



Performance Review

Our performance evaluation system is structured in two parts. A qualitative one, which consists of the person's self-assessment and the feedback they receive from their manager and peers, who assess the degree to which their activity is similar to that detailed in their Career Plan. And another quantitative one, which will be launched in 2023, based on a 90° evaluation between the employee and their manager, to detect which objectives and/or actions represent a challenge at an individual level and also make a significant contribution to the company.



Talent Mapping

This is the name of our professional development process, based on the 9 boxmatrix, allowing us to evaluate and efficiently manage the talent and capabilities of each person working at Cabify. Linked to the result obtained in the Performance Review and your expectations, it allows us to know the time you need to reach another role or level, develop new responsibilities or acquire skills and know-how.



Exceptional rest periods and study aids are available to the team. With our Scholarship Plan, we supported people from our team and different collaborators with 115 scholarships aimed at improving their training in different institutions such as universities or learning units.



Staff members completing university courses enjoy the day off on graduation.



Our employees enjoy discounts at universities.

Diversity and inclusion

Differences make us stronger. That's why we have zero tolerance policies for any act of discrimination or harassment, and we work for gender equity in our offices with our Equality Plan. We also have a Diversity Committee made up of people from our team that seeks to give visibility, voice and vote to all the people who make up this great family.

We are launching our
Equality Plan
for the next 4 years, as well as a
**Protocol for the
Prevention of sexual
and gender-based
harassment**

DIVERSITY, EQUALITY AND RESPECT POLICY

Our Diversity, Equality and Respect Policy protects people's individuality, the recognition of their heterogeneity and the elimination of any exclusionary and discriminatory behavior. Here at Cabify, it serves as a pillar for the development of the industrial relations model we defend, based on fundamental human rights and, of course, adherence the local regulations of each country in which we operate. We consider diversity, understanding and appreciating human differences, as a value that enriches us, and it is precisely in this policy that we are committed to having an action plan on equality, non-discrimination and harassment, which is already a reality.

NEW EQUALITY PLAN 2022 - 2026

We approved our new Equality Plan for the next 4 years with updates and improvements in the areas of equality in communication, selection, hiring, training, promotion and professional classification, remuneration, under-representation of women, co-responsible exercise of personal, family and work life rights, and prevention of sexual and gender-based harassment -prevention that we have embodied and adopted through a Protocol, also launched this year, whose objective and content are detailed below.

This plan includes new action measures aimed at reinforcing the achievement of its objectives, and is a new milestone that positions us for our commitment to equality and transparency within the sector in which we operate. Although the Equality Plan is a legal requirement in Spain, we analyze and, where appropriate, apply the set of measures in the Latin American countries where we are present.

NEW PROTOCOL FOR THE PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT

At Cabify we reject any manifestation of harassment and offensive or violent behavior, and we believe that we are all co-responsible for achieving safe and diverse environments based on the duty of mutual respect. This new protocol establishes a procedure and mechanisms of action to comprehensively and effectively address the prevention and treatment of any signs of sexual and gender-based harassment in the workplace.

Scope of application

Indefinite term⁴⁶ it applies to the entire workforce of the company, regardless of the work center to which they are attached, the location from which they perform their functions or the form of contracting. It also applies, where appropriate, to those persons who, although not having an employment relationship with Cabify, provide services or collaborate with the organization.

What does it prevent?

- Sexual harassment: Verbal or physical behavior of a sexual nature that has or is intended to have the effect of violating the dignity of a person, in particular when it creates an intimidating, degrading or offensive environment.
- Gender-based harassment: Behavior carried out on the basis of a person's gender, with the aim of violating their dignity by creating an intimidating, degrading or offensive environment.

Procedure for action

The protocol establishes and describes a three-step procedure from the receipt of the complaint to the investigation of the facts, culminating in a final report. The idea is that each person on the team or who collaborates with us is clear not only on how to act, but also on how Cabify will proceed in this type of situation.

DIVERSITY COMMITTEE

Our Diversity Committee, which began rolling out in 2021, is a reflection of the city we envision: one in which all of our constituent communities feel represented, heard, and included in decision-making. Through the committee we give voice and vote to different people.

The Committee operates by working groups, each specialized in the subject matter of the group it represents, and participation is voluntary. During 2022, the Functional Diversity, LGTBIQ+, Women in Technology, and the most recent, the Generational Diversity working group, which took its first steps this year, have all been active. In each of them there are three roles with different responsibilities:

- Coordinator: defines the team's roadmap, is in charge of organizing its members and is the point of contact with the other coordinators.
- Volunteer: supports the coordinator in the development of the roadmap, participates in team meetings and takes an active part in the different initiatives.
- Supporter: members with no firm commitment to activities, but who is aware of the initiatives and can help implementation.

To ensure that everything runs smoothly, there is a coordination group responsible for providing the Committee with the tools it needs to develop initiatives, ensuring that all the groups that make up the Committee are working along the same lines and that the Committee's voice carries weight within the organization. Every six months we evaluate the creation of new groups, opening the door for those who wish to leave or enter with partial or full renewal. The Committee is a living and dynamic entity; at the end of 2022 we will re-evaluate its focus and renewal in view of 2023, we will let you know about it soon!

NEW! **Women Tech Dating**

At Cabify we want to continue transforming the world of technology, this time ending the gender gap! The fact is that only 20% of the IT sector positions in Spain⁴⁷ and Latin America⁴⁸ are held by women. Hence the first edition of #WomanTechDating, an open day where women interested in developing their career in a technology company were able to connect with employees of the company to explore the possibilities offered by the sector. The event was held from November 22 to 24, 2022 through one-on-one digital meetings.

The first edition of Women Tech Dating was a great success:

132 professionals and students were guided by **40** Cabify mentors

When talent calls for talent... a lot of good things happen!

PARTICIPANTS

“Having the chance to talk about it with someone who is already making their way and who talks to me with so much optimism and motivation is priceless... thanks Cabify for creating these spaces”

“The experience was very rewarding, my Cabify mentor shared with me useful tips so that I can continue to improve day by day, cleared several doubts and even gave me feedback on my work. I am grateful for this initiative”



MENTORING

“The idea of being able to connect with other women with similar interests in tech and share experiences with them is something differential, it made me very happy that Cabify has promoted this initiative. Undoubtedly, the expectations I had at the beginning were surpassed after participating in the meetings”

“Women Tech Dating has been a great success, role models are needed and I am pleased and proud that Cabify wanted to promote it. I think that the meetings have been very rewarding for all of us who have participated, from the people who have registered to us as volunteers”

Preferred disciplines

44% data analysis
30% software engineering
26% product management and product design

7 countries

The event brought together women who registered from Argentina, Chile, Colombia, Spain, Mexico, Peru and Portugal

Health and safety

Internally, we have local initiatives such as access to private health insurance, safety training and activities to promote healthy living and sports. Keeping our team in good health is something that has always been at the top of our priorities.

ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY POLICY

This policy, which considers people's health, safety and environmental protection as essential values, expresses Cabify's commitment and is mandatory for all employees and collaborators. Among others, it establishes the principles of compliance with current legislation on environmental and social sustainability, health and safety of each country in which we operate, as well as the achievement of a healthy working environment and well-being for our team to develop their activity in the best physical, mental and social conditions.

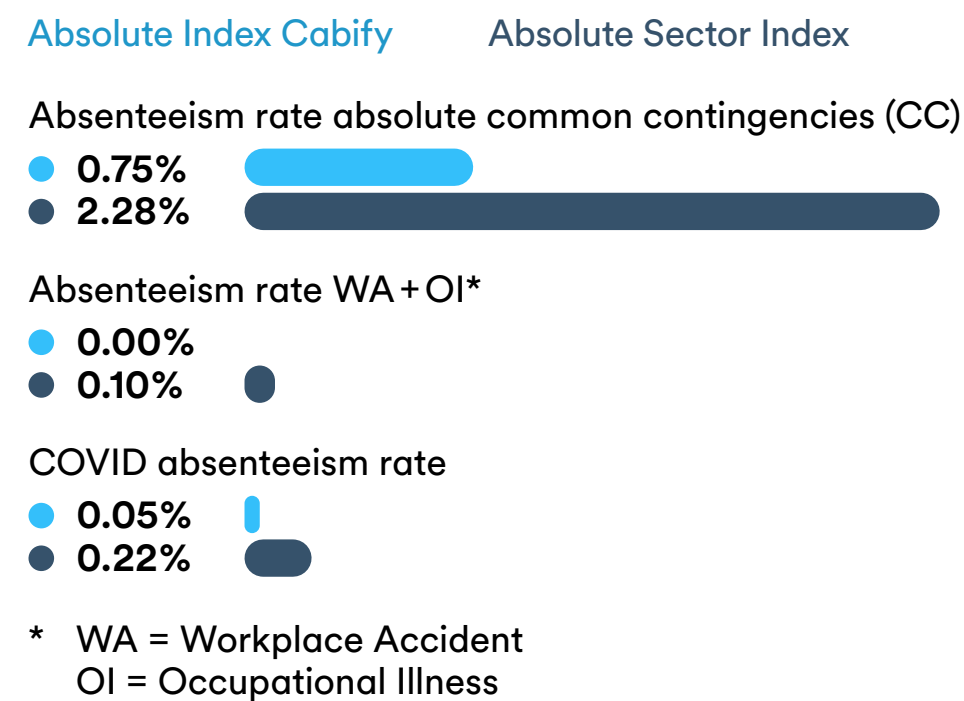
PREVENTION OF OCCUPATIONAL RISKS

Here at Cabify, we have an occupational health and safety management system that complies with the legal requirements and standards recognized in each of the countries in which we operate. We arrange our ORP (occupational risk prevention) services with external companies with the highest quality certifications, who carry out evaluations of each work center and specific job, as well as *ad hoc* recommendations to identify, minimize or eliminate hazards and risks. In addition, all employees of the team with hybrid or remote work contracts receive specific telework risk prevention training.

HEALTH AND SAFETY COMMITTEE

In 2021 we introduce you to this new committee whose work is now fully consolidated. This internal participation body is made up of representatives of the company -whom we call Prevention Delegates- who are trained in emergency response, fire extinction or first aid, and through whom we can notify situations of danger at work that we have identified in our daily routine. The committee's objective is to ensure the health and safety of the entire team, periodically evaluating whether our risk prevention actions comply with the good practices that characterize us.

TOTAL HOURS OF ABSENCE
10,416



TYPE OF CONTINGENCY	MEN	WOMEN
ILLNESS (common contingencies)	36	26
WORKPLACE ACCIDENT	0	0
RELAPSE ACCIDENT	0	0

In 2022 there were no **workplace accidents** in its different modalities: en route to work, during the working day or at the place of work

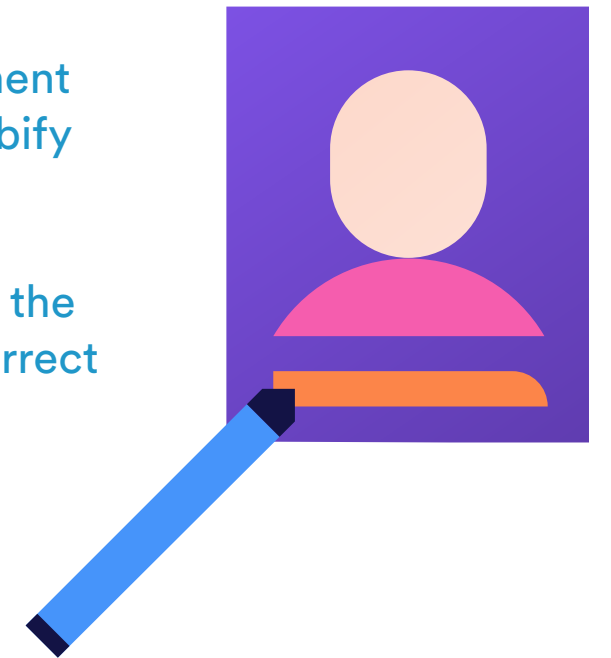
Healthy mind in a healthy body

At Cabify, we make sure that our team has access to different initiatives that allow them to lead the healthiest life possible so that they only have to put in the desire.

- Free coffee and fruit in all our offices and 'Kantina' space for enjoying own food.
- We promote physical activity and sports through different agreements with gyms and onlineplatforms.
- Optional private medical insurance with the same coverage for family members.
- Optional private medical insurance with the same coverage for family members.
 - Routine medical check-ups, and access to medical care and 5 sessions of psychological care through Teledoc.
 - Life insurance.
- Optional private medical insurance.
 - Colombia Health Week and Transnational Colombia.
- Optional private medical insurance.
 - Physiotherapy, gym, showers and changing rooms in the office.
- Optional private medical insurance.
- Optional private medical insurance.
 - Life insurance.


NEW! Psychosocial risk assessment


This year we conducted a psychosocial risk assessment in which we invited all Cabify employees to participate. Based on the results, we prepare a report and take the necessary measures to correct the deficiencies detected, none of which are of a serious nature.




Will you join us?

We have set out to generate more opportunities in the technology sector, devising several measures to promote employment at Cabify and to be able to continue transforming urban mobility to be stronger and have greater capacity. We are inspired to know that, for 83% of young Spaniards⁴⁹, the sustainability strategy of their future employer is an important factor when choosing a job... Join the team!

 We participate in events at business schools, universities and employability forums where we show how we work and what kind of profiles we are looking for. We also advise the most inexperienced attendees on how to face a selection process.


 Some of the most representative people of our company attend different interviews to talk about their area of expertise and Cabify.

 Through social media we show the most real face of Cabify, we share our values and what our employees appreciate most about their work so that people who do not know us can discover what we offer.

Our selection process is based on what we call

Hiring on principle.

what does this mean? Throughout their development, we assess whether the candidates fit with our internal guiding principles

 More information about our principles can be found in the section [How do we work?](#)



Get in, I'll give you a ride

We support our employees from the moment they get on board Cabify and accompany them during their first months. This is the onboarding process with which we welcome you in all countries.

Welcome

- A Cabify picks them up and takes them to the office.
- They receive a *welcome pack* and an immersion talk.
- They are assigned a *buddy* or support partner.

Onboarding training

Training itinerary for your area of work.

Business intro

Our managers explain the Cabify team and how they work in each area.

Global induction

Presentation of each department, in which your employees tell you who they are and what they do.

CEO call

Juan de Antonio welcomes them.

Coexistence

They also participate in the spaces that the Cabify family shares and enjoys throughout the year, fostering team bonding.

- *Team-building events*
- *After-work get-togethers and barbecues*
- *Theme parties to celebrate success*
- *Social clubs and sports activities*
- *Hackathons*

LinkedIn



Cabify Web



 More information on [Technology at the service of society](#)

COMMUNICATION
CAMPAIGN

It's very Cabify

At Cabify we have things very much our own. The third Friday of every month as a day off, after-work get-togethers on Thursdays, working from home or in the office... A lot of 'very Cabify' advantages that helped us to create the most transparent talent recruitment campaign we could imagine.



If you ask anyone who works at Cabify to tell you what makes the company stand out, you'll often hear the words 'It's very Cabify': free travel credit (our friends' favorite perk), our career plan, *team-building event*...

You don't have to invent anything to attract talent. So we use our best asset to do so: telling people the benefits of our day-to-day. And to do so with no nonsense there is no one better to star in our campaign than the people who work at Cabify.

At Cabify we never stop growing, so we decided to take a step forward and do more than just post job offers. With a great campaign like this, anyone looking for one of those life-changing jobs knows that we are looking for the best talent. Is this the case for you? Our doors are always open!

THIS IS WHAT WE DID:

- A video as the main piece of the campaign.
- CRM communications so our users could apply for open positions (and spread the word!).
- Amplifying with social media posts.

+ See all 2022 campaigns in [Our brand section](#)

COMMUNICATION
CAMPAIGN

Pride 2022

As we do every year, we join the LGBTIQ+ Pride celebrations with a message to the community. We want everyone to be able to say out loud a phrase that is very much ours: the city is mine.



When you walk through your city, do you feel part of it? If you had to put a face to the streets you walk every day, would it be yours? The stereotypes created through different media help thousands of people think that they do not represent the city where they live.

And, precisely by using the media, we are launching a campaign to do our bit to turn the situation around. Using our brand claim, 'The city is yours', we put a face to the city that represents us. Bella's, Ari's, Juan's. That of each person in the collective who is not usually represented in the mainstream media.

We decided to take a step back so that the collective could take ownership of our discourse. Because we want to move cities where all people have a voice and all of them feel represented.

THIS IS WHAT WE DID:

- Pieces on [social media](#).
- An email campaign for our audiences.
- Internal promotion of the campaign. Because values are worked from within.

[+](#) See all 2022 campaigns in [Our brand section](#)

COMMUNICATION
CAMPAIGN

Women Tech Dating

The talent of the women at Cabify scales walls. An example of this is the Women Tech Dating, a 100% internal initiative led by women from the Technology team, which has made the leap to become a public event.

Talent at Cabify has its own name: Tania, Pilar, Esperanza, Gema... are some of the members of the Technology team. The perfect example of how the technology sector does not understand gender.

The reality is that the percentage of women working in the world of technology, full of job opportunities, remains low. That's why our Women in Tech team (the result of an internal initiative to reduce the gender gap in the technology sector) came up with an idea: to organize an online open house session to break down stereotypes with first-hand experience.

So emerged Women Tech Dating, a virtual event that connected Cabify professionals with professionals and students interested in the technology sector. A first edition that will be the first of many.

THIS IS WHAT WE DID:

- Promoting this event through social media.
- With a website where anyone could register.

+ See all 2022 campaigns in Our brand section



Drivers: the path is forged behind the wheel

In those of you who drive using the Cabify App, we have the best ally to achieve our goal. While you're behind the wheel, you're helping us to beat the path to the mobility of the future and to offer the best service and quality. That's why we are constantly thinking of solutions to make your experience with us as positive and safe as that of the passenger.

We want safety to be guaranteed on every trip, but also the opportunity to grow behind the wheel for partner drivers and collaborating taxi drivers who choose the Cabify app as a tool in their daily work. We connect them with private users and companies through an increasingly sustainable business model that offers opportunities to hundreds of thousands of people in 46 cities in 8 countries around the world.

In 2022, our multi-mobility platform supported 259,134 driver and collaborating taxi drivers, an increase of 18% over the previous year. They form a community as diverse and plural as our society, and in it we also find different profiles: fleet companies, VTC freelancers, taxi drivers... Everyone has a place in the Cabify community and we all share a common goal: to grow behind the wheel.

18+%

That's the growth in the number of drivers and collaborating taxi drivers who used Cabify as a mobility app in 2022 compared to 2021

Cabify & Taxi

In 2017 we added Easy Taxi to strengthen our leadership in Latin America, and in 2019 we were the first mobility app in Spain to integrate cabs. Today, we continue to move forward with the intention of consolidating our position as the reference application for taxi drivers. To find out if we are doing it right, why not ask them directly?

In March, we conducted a survey among collaborating taxi drivers connected to our app in Madrid to find out their perception of Cabify and the use of mobility platforms. And we discovered many interesting facts. 85% believe that more and more people want to use mobile apps to request transportation services, and 2/3 claim that more than 25% of their revenue comes from platforms... but what about your experience after starting to collaborate with Cabify?

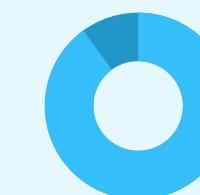
90%

of taxi drivers using Cabify have increased their income and 78% said their perception of the company had improved

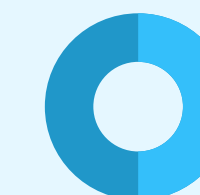
9/10

of collaborating taxi drivers are satisfied with the service Cabify offers them

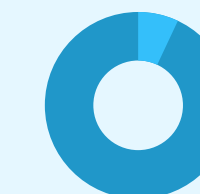
Earnings



90% have increased their income.

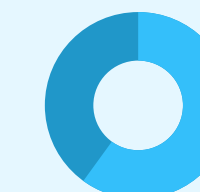


More than half have increased their income by at least 25%.



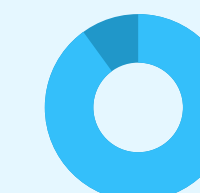
7% have increased their earnings by more than 50%.

What do you value most?

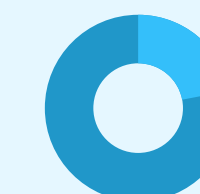


Safety:
60% feel safer using Cabify's app.

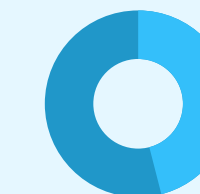
Level of satisfaction



9 out of 10 are satisfied with Cabify's service.



22% very satisfied.



46% quite satisfied.

We want to be your reference app

We are always aware of what you, as a driver, ask from a mobility platform to offer your services. Your wishes are our inspiration: we try to respond to everything you value, appreciate and need to make Cabify your favorite app.

WHAT DO DRIVERS VALUE MOST WHEN CHOOSING A MOBILITY APP?

FACTOR	WHAT DO YOU VALUE THIS FACTOR?		SECTION OF THE REPORT
FREEDOM AND AUTONOMY	Access and immediacy	The fact that the app can be used in just a few days if the requirements established by the platform are met, is something that they point out as very positive when it comes to choosing.	+ More simplicity, transparency and convenience
	Flexibility and independence	Time flexibility and control of your time are among the main reasons for driving through a platform.	+ More earnings + More simplicity, transparency and convenience
INCOME	Growth	Financial stability: they value in an app the opportunity to generate more income themselves, whether driving is their primary or secondary source of income.	+ More earnings
	Transparency	The app offers clear and simple data, especially in relation to the information detailed in each travel offer.	+ More simplicity, transparency and convenience
ACCOMPANIMENT AND SUPPORT	Attention	Incident resolution, speed, different contact channels, individualized attention, in short, they appreciate the feeling of being accompanied.	+ More proximity
	Benefits	In addition to the possibility of offering a quality service, the app gives them access to a series of advantages.	+ More earnings + More partnerships
	App management	They emphasize the ease of use, that it is reliable and intuitive, that it has good functionalities and that it is useful in the development of their work.	+ More simplicity, transparency and convenience
SECURITY	Physics and roads	The platform offers functionalities and tools to ensure your safety (loneliness on the road, nighttime, dangerous areas. etc.).	+ More security
	Cybersecurity	Your data is protected. Good prevention of fraud and corruption.	+ Cybersecurity and privacy: attack-proof bodywork
IMAGE OF THE BRAND BEHIND THE APP	Inclusivity	It offers equal opportunities, promoting equality and diversity without discrimination based on race, ethnicity, sexual condition, gender, educational level.	+ More gender equality
	Commitment	Commitment to the environment, ethical behavior and a positive impact on people and cities.	+ More alliances

Move the city with Cabify

In 2022, we reinforce our commitment to the hundreds of thousands of people who use Cabify as an efficient and safe alternative to generate their own income in the mobility sector. We increased by 62% the technology team dedicated to developing exclusive solutions and functionalities that you will only find in our application. What's more, we progressively designed and implemented more than 30 versions of the app incorporating different improvements to ensure safety, earnings, experience and quality of service at the wheel.

We like to think that we are the brand of choice for 8 out of 10 drivers⁵⁰ thanks to all these efforts. Their decision to connect and offer their services through Cabify is closely motivated by the degree of satisfaction and positive experience they have using our app. And that is why we will continue to work to increase the confidence and well-being of all the people who choose our platform as partners.

Drivers and collaborating taxi drivers have several options to offer their services through Cabify's app: transporting people, moving the things they need to send or driving for the new last-mile logistics service for companies, Cabify Logistics. One of the factors they value most in a mobility app is independence and flexibility, and that's why we offer them several possibilities to choose how they want to get around. Whichever modality they choose, what we do know for sure is that 96% of our drivers and collaborating taxi drivers are exclusively connected to Cabify for less than 40 hours per week. Maximum freedom and autonomy.

We are the favorite brand for

8/10
people

who use Cabify to offer their services behind the wheel

! Cabify for fleets

Your company, on the right track!
We offer you a comprehensive service in our operational and financial management platform with which you can administer and manage all routes and drivers in a practical and efficient way, have a global view of the status of vehicles, routes in real time or your income and invoices, and rely on our support and consultancy to maximize the performance of your entire fleet.

Thank you!

By offering their services in collaboration with Cabify's app, Cabify's user drivers and taxi drivers are the human engine of every journey made through the travel, shipping or logistics options on our mobility ecosystem. 259,134 thanks for moving cities with Cabify!



More earnings

When we talk about a platform to grow at the wheel, we refer to the technological improvements we apply in the app to improve your productivity.

More and wider coverage areas

We continue to expand our coverage in cities with a triple objective: to be where we are needed, to offer a mobility alternative in areas without access to public transport, and to expand income options for drivers and collaborating taxi drivers. During 2022 we will continue to grow –operating in 5 new cities– and consolidating our expansion in those cities where we have been operating for some time. We are more competitive in peripheral areas. In addition, we design new algorithms based on urban density and mobility flows in different areas of the same city to make them move better.

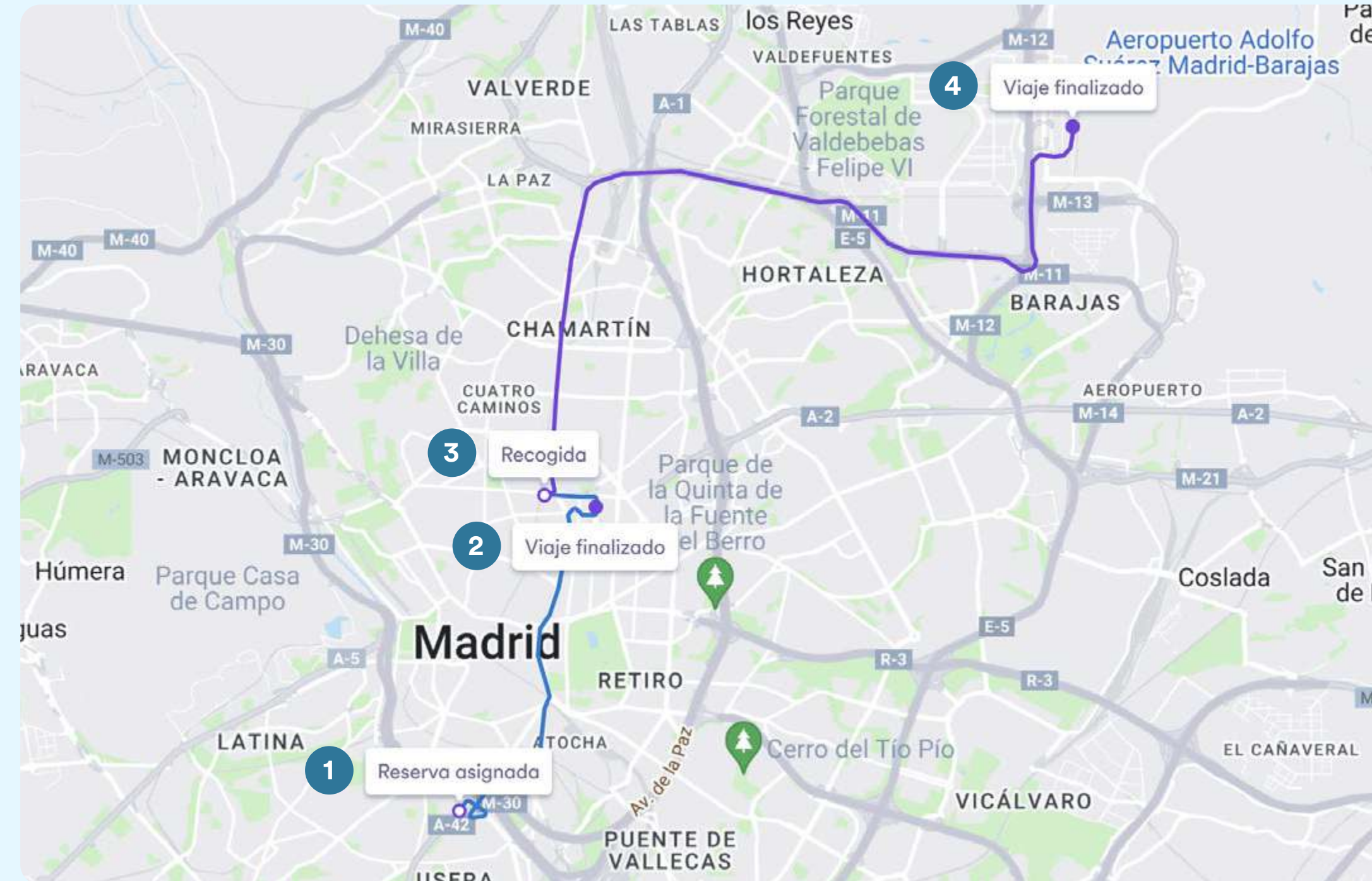
Consecutive trips

This is the name of the functionality with which one trip can be linked to another -accepting a trip shortly before the end of the previous one- through *hot hire* technology, which translates into more trips and more profits in less time and with less environmental impact. In 2022, we have introduced an upgrade that allows up to 6 times more linked trips to be completed than before, optimizing trips and saving an average of 1 million free passenger kilometers each month.

Hot hire made reality

This is a real trip on 27/1/23 in Madrid

In 43 minutes you have completed 2 consecutive trips!



1. Booking assigned and collected

At 5:39 a.m. the driver picks up a passenger who made a reservation the day before through Cabify.

2. Trip completed

At 5:58 a.m. the trip ends. During the trip, the driver is assigned a route close to the end of the trip.

3. Collection

At 6:02 a.m. the driver arrives at the next passenger pick-up.

4. Trip completed

At 6:22 a.m., they complete the second trip thanks to *hot hire* technology.

Better organized reservations

To make the most of their time behind the wheel, drivers and collaborating taxi drivers will be able to choose the available reservations that match their preferences and schedule them in advance to better organize their week. We know that good planning is key to strengthening your revenue while offering the best service to your passengers, and we remind you well in advance of the day of the appointment so that you can get to the point of origin.

To further improve this service, we optimized the notification system both to make visible those reservations that are made at night - thus increasing the pre-assignment rate - and to show their cancellations.

8.5 / 10

This is the average score with which drivers and taxi drivers rate the new booking tool in all countries

Predictive demand analysis

Through technology, we are able to detect the areas with the greatest travel demand and opportunities to pick up passengers. In the app, a heat map shows the locations where you can potentially get more rides.

Automation

This feature of the app automatically accepts all travel offers received, gaining more agility.

NEW! Cabify Stars

Loyalty program for drivers and collaborating taxi drivers

Professionalism behind the wheel is rewarded with Cabify Stars, the new program that recognizes commitment and loyalty to Cabify. We want to be the mobility app that offers the best opportunities for drivers not only in terms of safety, but also in terms of earning their own profits and accessing a multitude of exclusive benefits.

Cabify Stars, launched in March 2022, is available in all the countries in which we operate and is enabling drivers who reach the highest level, Platinum, to increase their income by up to 9% thanks to reduced commissions, which decrease as they move up the levels.

How does Cabify Stars work?

The program is structured in levels and benefits, and is integrated into a section of the Cabify Driver app where drivers can check their progress.

LEVELS

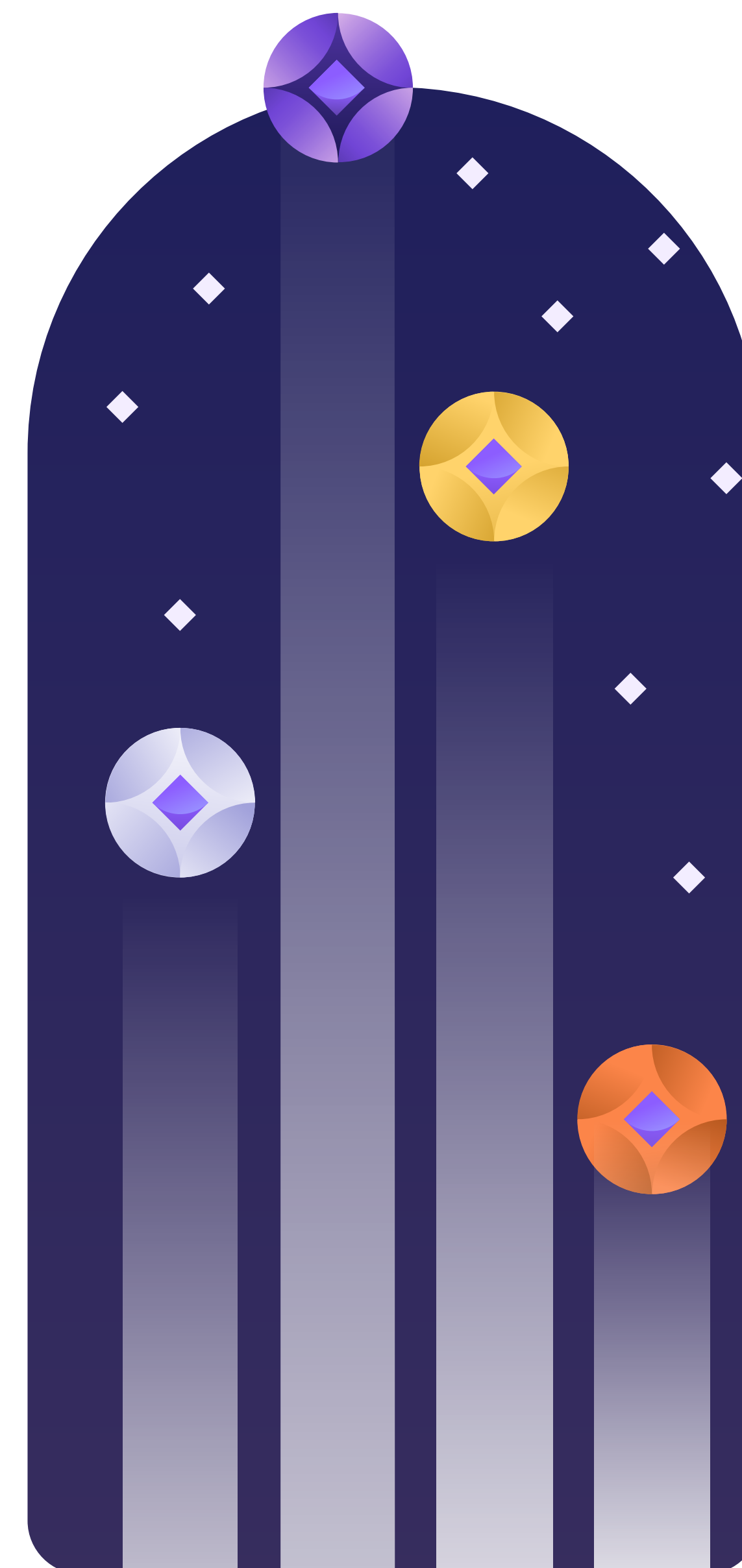
There are four: Bronze (from which everyone starts), Silver, Gold and Platinum. Each level has an associated number of points that must be reached to qualify for the next level.

- To obtain the best possible score, trips must be completed and quality requirements must be met, which are calculated on the basis of passenger ratings. The higher the number of completed trips and the better the service, the higher the probability of leveling up.
- The points balance is reset to zero every month, and the benefits are enjoyed the following month, depending on the accumulated score and the level reached.

BENEFITS

Cabify Stars allows drivers and collaborating taxi drivers to access exclusive app features - for example, the number of times they can activate Destination Mode - and a multitude of local benefits, which vary by region and range from discounts at gas stations or on vehicle maintenance to facilities for purchasing an electric vehicle or taking out insurance policies.

[+ Discover all the benefits included in Cabify Stars at More partnerships](#)



9/10

of drivers perceive Cabify Stars as a differential aspect for Cabify

80%

become more interested in the program as they discover its potential benefits

1/5 of drivers

have already reached the Silver level and enjoyed its benefits

Cabify Stars enables drivers to increase their income by up to

9%

More simplicity, transparency and convenience

We know that as a driver-user or collaborating taxi driver you appreciate having as much information as possible about the trips you can make through our app, and also that it is as intuitive as possible. Say no more.

The doors of our platform are always open to partner drivers and collaborating taxi drivers who want to move the cities in which we operate. To start using the Cabify Driver app you must access the website, complete a registration form and provide all the necessary documentation: the valid licenses and credentials required in each country, the minimum age requirement and a vehicle that meets the requirements, among others. After a rigorous verification and data checking process, your profile will be active on the app in just a few days.

⊕ The security standards of the driver registration process are audited: [Technology for a safe experience](#)



NEW Profit on each trip

We take care of the arithmetic. For you to make your best choice, you can now see the cost and price of the trip separately, as well as the total value you receive for each trip.



NEW Estimated time and distance of each trip

Based on real estimates, we offer you a more reliable and accurate calculation of the time and distance of each trip, from the point where you are when you accept the trip to the final destination where you will drop off the passenger.



NEW Collection recommendations

To facilitate faster pick-ups at airports, stations, interchanges, etc., we have added a more visible and accessible button so that drivers and taxi drivers can access additional directions and easily meet their passengers.



NEW Performance metrics

We included two new pieces of information in the app profile of drivers who collaborate with Cabify so that they can better analyze their own weekly performance. The acceptance rate will show you the percentage of trips accepted, as well as those received, rejected or lost. The completion rate indicates the percentage of trips that were successfully completed, the total number of trips, and how many were effected incidents, such as forced cancellation by the passenger or improper termination.



NEW Zoom on the map

Who hasn't ever needed to see a map in more detail? Now you can zoom in on the Cabify Driver app!



★ Ratings

We have renewed the *rating* system that allows partner drivers and taxi drivers to obtain valuable information about the service provided what are, in the opinion of the passengers on board, their strong points at the wheel or those areas with room for improvement. The score is calculated based on the average of the last 100 ratings and is updated daily.



🔗 Connection

If you are having problems accepting trips, this tool allows you to check if it is due to poor connection quality or inaccurate location of the mobile device.



📍 Target mode

This feature is designed to help partner drivers and collaborating taxi drivers generate their own profits right up to the last moment of the day. Simply select a destination address and our app will assign them only trips whose end point is close to that address.

8.8 / 10

Rating given to our app by partner drivers for being easy to use, simple and intuitive⁵¹

More security

We want you to drive safely. We ensure your peace of mind by working to be the most secure application, constantly incorporating improvements to achieve it. Cabify Commitment.

This year, partner drivers have told us that safety is the main reason they recommend our app. If we ask them what Cabify evokes in their minds, the first thing that comes to mind for 9 out of 10 is safety. 82% of them say we are the safest app on the market.⁵² And what do we do at Cabify? Work to maintain these figures and to convince the remaining 18%.

82%
of partner drivers and collaborating taxi drivers say that we are the safest app on the market

99.999%
of trips in 2022 ended without any accident-related ticket... and in the remaining 0.001% we found the inspiration for further improvement

We have been committed to safety as a differential aspect since our inception and we integrate it into everything we do. It is very important to Cabify that everyone on board feels safe. Those who travel and those who drive. When it comes to improving the safety of our platform, we put all the technology and innovation on the road. This dedication is reflected in facts and figures. Because 99.999%, in other words, almost all of our trips ended in 2022 without any accident-related tickets. And in the 0.001% of trips through which a ticket is opened, we not only have a measured protocol for action, but also find the inspiration to further improve our safety.

+ Learn more about Cabify's Dimensions of Safety at [Safe Cities](#)

PREVENT TO STRENGTHEN

With regard to incidents and accidents, we work in four main areas: identification, prevention, evaluation and investigation of risks. The main safety hazards faced by any person behind the wheel are related to the driving itself, whether due to human or external factors.

At Cabify, we make it easy for partner drivers and collaborating taxi drivers who use our app to periodically receive updated information on safety and road safety education, with recommendations to reinforce caution at the wheel, accident prevention, assistance to people with special accessibility needs or the correct use of their vehicles. We rely on technology to continue incorporating into our platform elements that strengthen passive and active safety, also developing tools to help them in case the danger comes from aggressive or violent behavior of the people they are carrying, such as the Secret Signal or the Safety Button.

+ All safety features for drivers can be found in the section [Technology for a safe experience](#)

ACCIDENT PROTOCOL

If the worst-case scenario occurs, we are also prepared and execute a measured action protocol. At Cabify we have an emergency response team to respond as quickly as possible, assessing each situation according to the characteristics of the incident: its severity, the condition of the partner drivers, collaborating taxi drivers and passengers, the need to refer the case to the emergency services... and, once the most immediate assistance has been offered, following up on each event in a personalized way.

NEW! Passenger identity validation by selfie

This new functionality has become the most valued among users, partner drivers and collaborating taxi drivers to ensure their safety. Passengers validate their identity through a selfie that is immediately contrasted with their official documentation using *machine learning* or artificial intelligence processes in order to prevent any fraud or incidents. Active in several cities in Argentina, Chile, Colombia and Peru, more than 91% of the collaborating drivers considering it excellent.

+ All safety features for drivers can be found in the section [Technology for a safe experience](#)



More proximity

We are always by your side because we know how much you value a listening ear when you need it most.

WE ARE DRIVEN TO OFFER YOU THE BEST

Are people who grow behind the wheel with Cabify satisfied with our app? What is most important to these users when choosing us? Through these tools, we understand better what our employees are like and focus our work to constantly improve our platform.

Cabify Driver Atlas

Better knowledge of the different segments of Cabify drivers and collaborating taxi drivers enables us to work with them more closely and offer them a competitive proposal.

Global Survey Drivers

By understanding how they see our brand, we can align our value proposition to their expectations according to each market.

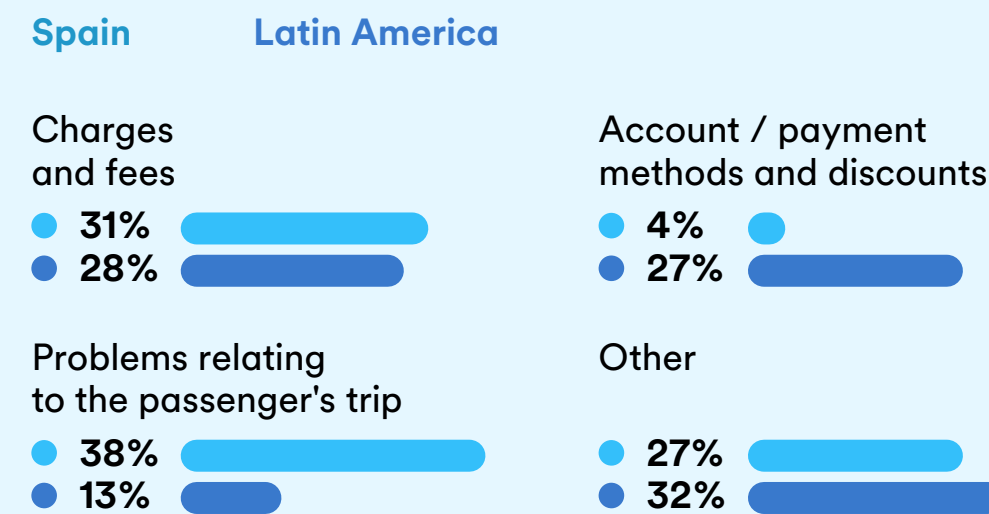
We're with you

Our service strategy for partner drivers and collaborating taxi drivers is based on five pillars:

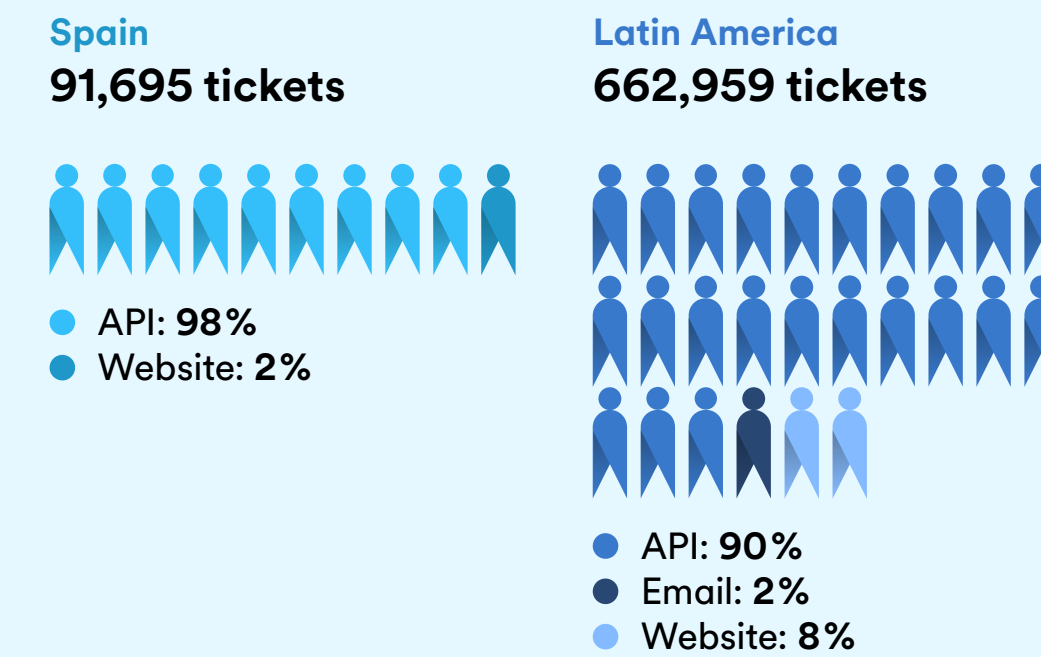
- ✓ **We anticipate your needs**
- ☎ **We are always available**
- 👤 **We offer tailored service**
- ▶ **We solve your requests as quickly as possible**
- ★ **We seek efficiency and excellence in the treatment**

We have several contact channels for you to communicate with us whenever you want. Through our app –specifically the interface we call API– you can make quick queries in our Help Center or chat with an agent in real time; you can also call us by phone in case of emergency or use email, WhatsApp or our website to send us any concerns.

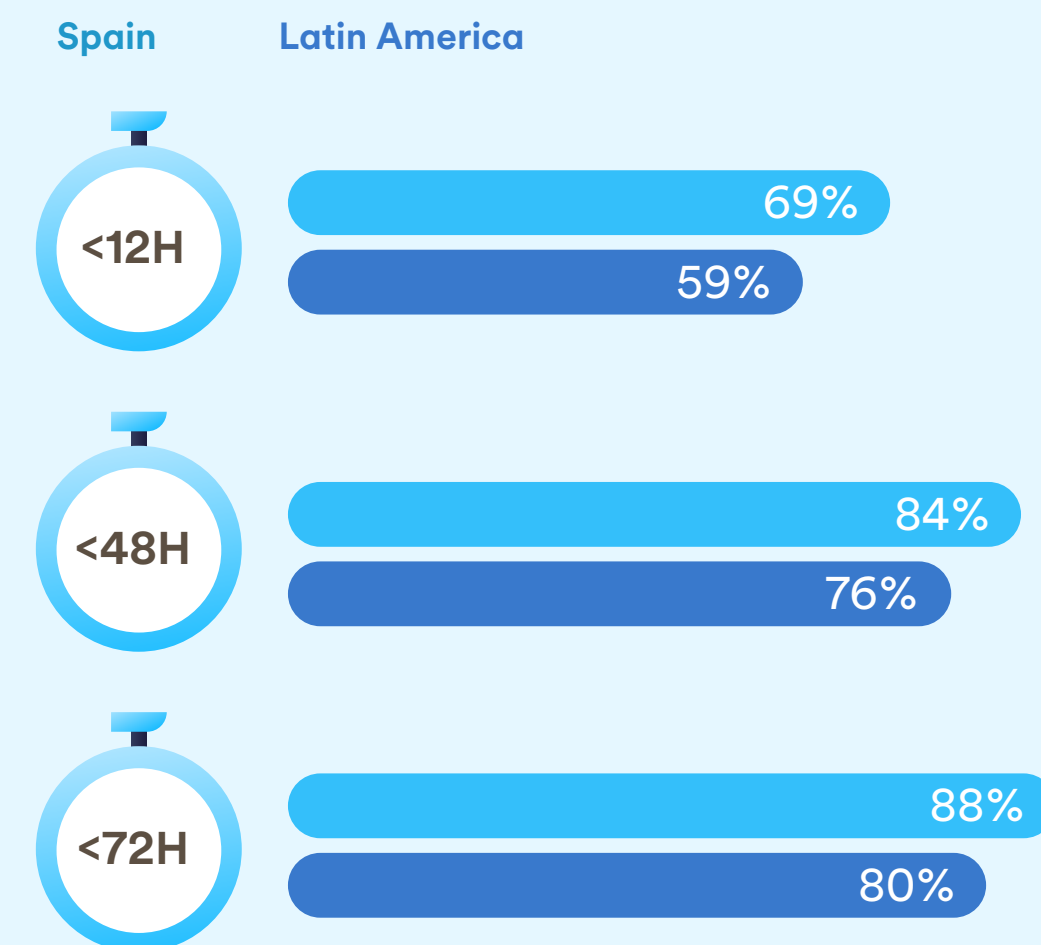
Types of service



↓ **Form of reception**



☑ **Incident resolution**



YOUR PRINCIPLES AS A DRIVER

Ethics always travels on board... and this is what we expect if you collaborate with us.



RESPECT

Everyone is welcome and deserves to be treated with respect. Head, respect and caution at the wheel at all times.



CONVERSATION

Inappropriate questions, controversial topics and comments that may make people uncomfortable are best left in the trunk.



SECURITY

Inappropriate language, abusive gestures and harassment have no place on board.



SINCERITY

Making mistakes is not a bad thing; hiding them and not correcting them is.



CARE

Correct use of the vehicle and added services is essential.

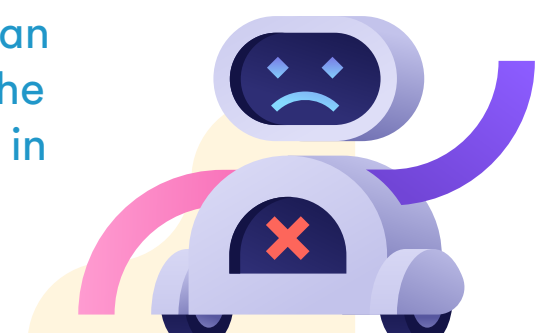


PRUDENCE

Prudence and self-control are for the best.

NEW! Driver Buglife

We developed an agile and effective way for partner drivers to report errors they have detected in the app or send us suggestions for improvement. Through this tool, they can register their reports through the app or send us their messages in a channel created for this purpose in the Slackinstant messaging program.



More gender equality

We believe it is essential to continue promoting the coexistence of diverse profiles in the world of mobility. That's why we contribute to SDG 5 (Gender Equality) by carrying out actions to promote equality and female empowerment in all our areas. And it was not going to be less at the wheel.

To ensure that mobility is no longer a male-dominated sector, we continue to take firm steps to try to alleviate the gender gap. Among others, facilitating the access as collaborators of more and more women to our platform so that, by using Cabify, they can find an opportunity to generate their own income.

The socioeconomic context, socio-cultural factors, patterns and stereotypes, perception of safety, verbal and physical violence, the stigma of poor driving or difficulties in accessing a vehicle of their own are some of the factors that keep so many women away from driving as a profession, and they are also the reasons why we carry out different initiatives to promote their inclusion.



In 2022, we welcomed
+6,620
 new female partner drivers
 on the Cabify app

Since 2020, in Argentina we have been working together with Mujeres al Volante, the first community of women in the world of mobility, to reverse this situation through the + MUJERES initiative. Through talks, workshops, communication strategies in social networks and a lot of listening, we have provided support to women who want to be behind the wheel of their own lives and who see mobility as an opportunity for the future.

As a result of this collaboration, in 2021 Cabify Mujer emerged, a service category in our app that we developed in the Mendoza region through which our female passengers could choose to be picked up exclusively by female drivers who, in turn, also had the option to only accept trips requested by women. The objective is twofold: firstly, to offer female passengers a personalized category when choosing how to travel in Cabify; and secondly, to reduce the gender gap in the sector in a country where only 2 out of every 100 licensed women drive professionally. The Municipality of Mendoza and the Municipality of Godoy Cruz were involved in the project, also collaborating to encourage new women to choose Cabify's app as a collaborative driving platform.

In 2022, the data speaks for itself. The number of female drivers in the region increased by 80% and they already make up 18% of the total number of partner drivers and collaborating taxi drivers who collaborate with Cabify in Mendoza, compared to 9% in 2021. In the country, they amounted to 4% and now account for 10%. We have entered into a partnership with the Municipality of Mendoza to facilitate access to our platform as collaborators to women in situations of gender vulnerability, and we have taken the first steps to replicate the project in Uruguay, in partnership with IDB Invest, in 2023.

In the study '+Women drivers in the ride-hailing industry', which we conducted in 2019 together with IDB Invest and Ernst & Young (EY), we wanted to look into the barriers that keep women away from this sector, especially in Latin America and the Caribbean, and to understand what actions should be focused on to overcome them. Taking our experience in Mexico as an illustrative example, we will describe the specific measures that Cabify is taking to achieve real progress in order to make the sector more inclusive.

More partnerships

By choosing Cabify's app as a tool, our purpose is to make you part of the best community of drivers and taxi drivers collaborating with a mobility platform. To achieve this, we establish partnerships with third parties to offer you facilities and provide maximum value to your work. And at the same time, to the progress of urban mobility and society as a whole.

86% of driver and collaborating taxi drivers who use Cabify's app associate our brand with having a positive impact on the mobility of citizens, and 81% associate our brand with acting ethically and responsibly.⁵³ We are pleased to know that, as industry partners, you place so much value on such Cabify issues as being carbon neutral or our goals and commitments around electrification. And we work to ensure that our proposal continues to motivate them.

Every year, we collaborate with different organizations and public administrations in the countries where we operate, making our experience in the field of urban mobility available to them to achieve advances that have an impact not only on the community that moves with Cabify, but also on local communities.

We care about the interests and carry out campaigns to support the activity of partner drivers and collaborating taxi drivers who use mobility platforms such as ours as part of their daily work. And also to facilitate access to the sector for minority groups such as people at risk of exclusion through the Botín Foundation in Spain or women drivers in Argentina and Uruguay thanks to Mujeres al Volante and the Inter-American Development Bank, respectively.

EXCLUSIVE BENEFITS

At Cabify, we work with the business community to enhance opportunities for employees who use our app through a wide range of local benefits.

In 2022 we launched the Cabify Starsloyalty program, designed so that partner drivers and collaborating taxi drivers get the most out of our app by accessing discounts, exclusive services and facilities for their enjoyment and that of their families. Here are some of these benefits.

ELECTRIFICATION

Our goal is for 100% of Cabify trips to be in electric or decarbonized vehicles by 2025 in Spain and by 2030 in Latin America.

In Spain, we have developed partnerships with different actors such as manufacturers and providers of charging networks to facilitate the transition and acquisition of electric vehicles for partner drivers and collaborating taxi drivers of the Cabify community. They have exclusive discounts of 21% on Nissan (Nissan Leafmodel), 15% on Hyundai (Hyundai Kona FL model) and 12% on Volkswagen (ID3 Pro model) for the purchase; with a special offer with Mobilize to access a 100% electric sedan through all-inclusive leasing; or, if they already have an electric car, unique conditions to install a charging point at home with Feníe Energía.

And in Latin America, we are taking great strides towards establishing solid partnerships that will make it possible to achieve our objective.

VEHICLES, MAINTENANCE AND EQUIPMENT

To facilitate vehicle rental in Argentina, we have reached agreements with Renault, Localiza, Rusell Car and DeRemises.com; and in Uruguay, we collaborate with Santa Rosa to enable the purchase of Renault and Nissan vehicles.

To equip or maintain the vehicle, from the changing of tires or batteries to the installation of a GPS or a child restraint seat, there are several options in Argentina: Landi Renzo, Abagas SA, Cacho Suspension, Lo Jack, Polar Jet, Departes, Strong, Canal de Autopartes, Mamparas protectoras, Prolube (only in Mendoza), Nova GNC (only in Córdoba), Colombia –Detektor and Energiteca–, Spain –Norauto, VERNE, Divilo or Telpark– and Uruguay –GoFix, Juan and Solis–.

Thanks to the collaboration with GNC, Axion, Delta GNC (in Mendoza) in Argentina, Combuscol in Colombia and CEPSA in Spain, partner drivers and collaborating taxi drivers have access to advantageous fuel promotions.

INSURANCE

For vehicle, health and home insurance, we offer exclusive coverage and premium discounts through AMCA and AON Brokers in Argentina, R5 and CL Tiene in Colombia, Mutua Madrileña and Adeslas in Spain, Banco de Seguros del Estado and Marsh in Uruguay.

BANKING, FINANCE AND CONSULTING

Santander in Argentina or BBVA in Spain offer advantages in banking to Cabify collaborators, and in the field of finance, consulting or means of payment, Wissen-Global, Estudio Garrambone, Rodríguez y Asociados or Wibond (in Córdoba) in Argentina; and MyInvestor, TaxScouts, PayFlow or Bnext in Spain.

In addition, we collaborate with all these partners from different sectors to offer more benefits to partner drivers and collaborating taxi drivers:

- Telephone Personal, GoFix and Multipoint (Argentina), Movistar (Spain), Movistar and Claro (Uruguay)
- Education and training: CUN University (Colombia), GoStudent and Autoescuela Lara (Spain)
- Gastronomy: McDonald's (Colombia), VIPS and Ginos (Spain)
- Wellness and health: Fitness Park and Buddyfit (Spain)
- Energy: Holaluz (Spain)
- Adventure World (Colombia)

Planet



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– Climate crisis: What point are we at?	76
– Our climate commitment	78

Planet

Projects and figures

Taking care of our home is paramount. That's why we take into account the impact of our decisions on the planet.



All-in against climate change

MEASURE



We verify our carbon footprint

[More info at Verification report](#)

OFFSETTING



Program
We are Carbon Neutral

in 2022

we compensated

81,500

tons of CO₂!

which is equivalent to the conservation of

356,807

km² of forest

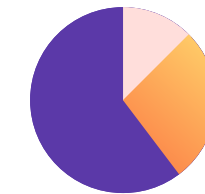
AWARDS

Muévete Verde Awards

Fleet Awards 2022



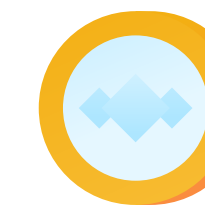
REDUCE



Validation of objectives
by Science Based Targets initiative (SBTI)



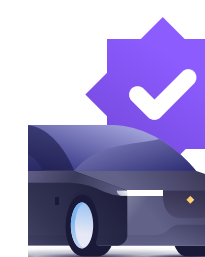
Fleet renewal



EIB loan



Cabify ECO



Sedan Mobilize Limo



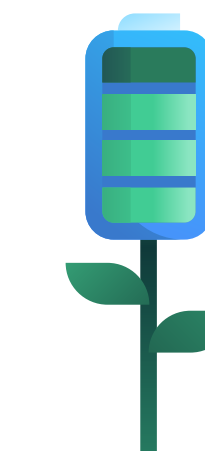
Recharging stations for collaborators



Hybrids for Lima



Electrification starts rolling



First fleet of hydrogen for VTC



Committing to electro-mobility

Objective: fleet decarbonization

- 2025 in Spain
- 2030 in Latin America

Thanks to our various projects, we have avoided **15,086** tons of CO₂ emissions

We increased km traveled by 26% compared to 2021, but carbon emissions have only grown **+9%!**

Global: **+178%** km in electric vehicles vs. 2021

Spain **75%** of vehicles are ECO

Latin America: **+94%** electric vehicles vs. 2021

3.1 All-in against climate change

Keeping our feet on the ground means thinking about the effect that every step we take has on the earth. We know that, as a company and as citizens, we owe a debt to the planet. That's why we are aware of the impact we have on it, working to minimize that impact and looking beyond it to protect our environment.

Climate crisis: What point are we at?

The transportation sector is one of the main emitters of greenhouse gases (GHG), and we do not turn our back on this reality. Climate change is a real and urgent problem. That's why, here at Cabify, we have a lot to say and a lot to do. Having ambitious goals and a clear work plan allows us to look to the future with optimism. Because if you don't offer solutions you're part of the problem.

In the latest publication of the UN's Intergovernmental Panel on Climate Change (IPCC), the 'AR6 Synthesis Report Climate Change 2023'⁵⁴, the experts' conclusion hardens after assessing the reality: GHG emissions need to be reduced by 50% by 2030 if global warming is to be limited to 1.5°C and we are to have any chance of meeting the Paris Agreement commitments. They also stress that the plans being implemented by countries to cut their emissions are unrealistic, unambitious and insufficient. This has already been anticipated by the UN Environment Program, which, based on these national action plans, estimates that global warming of 2.8°C will occur over the course of the 21st century.⁵⁵

After the global drop of more than 10% in CO₂ emissions from transport in 2020 due to the covid-related restrictions, 2021 will see a rebound effect that the International Energy Agency (IEA) has quantified as an increase of 8% compared to 2020, confirming a return to the pre-pandemic growth trend.⁵⁶ The IEA has quantified an increase of 8% compared to 2020, confirming a return to the growth trend seen before the pandemic. According to estimates from the same agency, reaching the commitment of zero net emissions by 2050, planned via the Net Zero Coalition that 70 countries, including the major polluters, have assumed: China, the United States and the European Union - requires transport emissions to fall by 3% per year by 2030. Quite a challenge.

Data on what happens in urban areas also justifies urgent change, as they are responsible for 70% of CO₂ emissions, with transport being a major contributor.⁵⁷ Regarding the main trends for a more sustainable transport, the Global Compact points out the need to decarbonize in order to meet the goal of neutrality, to focus on alternative models of mobility, and to make progress in connectivity and automation of transport.⁵⁸

Companies like ours come into play in this ambition, and every year we reinforce our commitment. In addition to becoming the first and only carbon-neutral mobility app in Europe and Latin America since 2018 by offsetting all our emissions, we have made a firm commitment to the decarbonization of the collaborating fleet –2025 in Spain and 2030 in Latin America–, and in 2022 we have given more prominence to our services in electric vehicles and redoubled the development of tools based on concepts such as *hot hire*⁵⁹ which appeal to this new urban mobility that we are championing and which, supported by innovation and technology, seeks to curb the impact of climate change.

On a global scale, urban areas consume more than **65 %** of the planet's energy, representing 70 % of CO₂ emissions

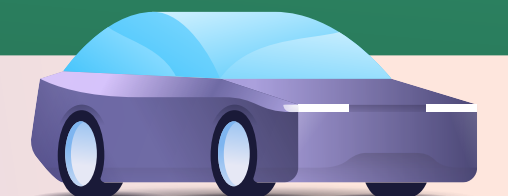
Transportation

has a greater dependence on fossil fuels than any other end-use sector, accounting for the largest share of the world's fossil fuels

37 % of emissions of CO₂ in 2021⁶⁰

Road transportation

responsible for global greenhouse gas emissions: 16%
Spain: 25%⁶¹



COMMUNICATION
CAMPAIGN

International Mother Earth Day

May 14 is the day to remember our mothers. And what better time to make a gesture to the mother we all share, the Earth! A little twist to get back to talking about environmental sustainability when the planet needs it most.



Yes, we know what you're thinking: we already have an Earth Day. But we are living in critical times for the planet, and after all, the Earth is our mother! So we took advantage of May 14 to say our message as a mother would.

Listening to a mother always pays off, just as we offset the carbon emissions of every trip. From now on, think of it every time you move around the city!

THIS IS WHAT WE DID:

- A [video](#).
- Posts on social networks like [this one](#).
- Awareness actions for our team.

➕ See all 2022 campaigns in [Our brand](#) section

Our climate commitment

Here at Cabify, we understand the fight against climate change as a global issue in which we are all stakeholders: assuming joint responsibility and joining forces is the only way forward. We want to lead the decarbonization of transportation in our sector while providing you with a multi-mobility ecosystem that allows you to get around while minimizing your environmental impact. And we bring our commitment to the planet and sustainability to everything we do.

Here at Cabify we work with the planet in mind, with a priority focus on reducing carbon emissions, which has led us to develop a decarbonization plan to achieve zero emissions with a clear focus on the promotion of electric vehicles.

Meanwhile we offset 100% of carbon emissions, both direct and indirect, since 2018, which was when we became the first and only carbon neutral sector app in Europe and Latin America. This puts us more than 30 years ahead of the neutrality target set by the European Union for 2050, which gives us ample room to set ourselves new challenges.

At the same time, we continue to add new tools and alternative services that lessen the environmental impact of the trips made through our app, and we seek to improve resource efficiency and reduce our carbon emissions through connectivity and automation.

All of this is reflected in our environmental and occupational health and safety policy, which expresses Cabify's strategic commitment to environmental protection and sustainable development, and is mandatory reading for all employees and collaborators.

Objective Cabify: 100% decarbonized fleet

In Spain by 2025 and in Latin America by 2030

2011

Cabify is born

- Our mission, our vision and our values come together to fulfill our goal: to make cities better places to live.
- Sustainability is at the core of our proposal for mobility with impact, and that requires, among many other things, saying goodbye to carbon emissions.

2018

We become carbon neutral

- We became carbon neutral, and the first and only mobility app in Europe and Latin America to offset 100% of its footprint.
- We join the UN Global Compact.

2019

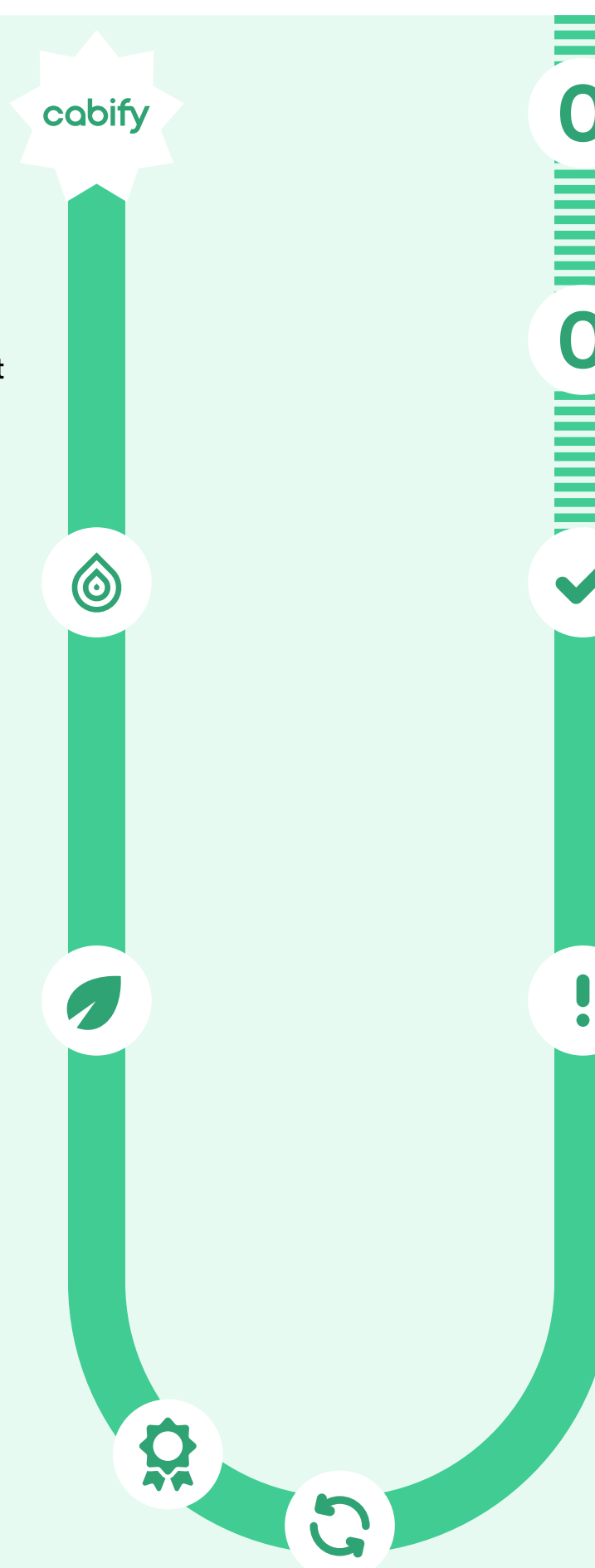
Objective: decarbonization

- We commit to moving towards zero carbon emissions by 2025 in Spain and 2030 in Latin America, proposing a progressive decarbonization of Cabify app collaborators' vehicles.
- We demonstrate that business and sustainability are compatible, as the first company in our sector to achieve profitability at a global level.

2020

Carbon offset certificates for corporate clients

We are once again setting a precedent, this time with the development of a system that allows our corporate users to ascertain in detail the climate impact of their trips and their corresponding compensation: We issue the first carbon offset certificates for companies!



2021

Commitment to SBTi

- We commit to the Science Based Targets initiative (SBTi).
- 100% renewable energy with guarantee of origin certificate in our offices in Madrid.

2030

Zero Carbon Destination in Latin America

2025

Zero Carbon Destination in Spain

2023

SBTi has given us some very good news and we couldn't wait to tell you about it

Among the multi-mobility apps... Only Cabify has achieved validation of its decarbonization targets by the Science Based Targets initiative!

2022

You're in the perfect place (this report) to find out all about it!

- Our Sustainable Business Strategy 22-25 formally adopts 2 climate commitments:
 - Complete decarbonization of vehicles that collaborate with Cabify in Spain by 2025 and in Latin America by 2030, through the promotion of the transition to decarbonized alternatives, such as electric vehicles, and support in the development of a charging infrastructure to supply them.
 - 100% of the electricity in all our offices will come from renewable sources by 2025.
- Loan from the European Investment Bank (EIB) for the incorporation of 1,400 electric vehicles.
- New Eco category in Spain, with 100% electrified vehicles for corporate clients.

ADDING EFFORTS, SUBTRACTING EMISSIONS

At Cabify, we have managed to achieve a position of leadership in our sector in the fight against climate change, but we want to be an example for others to follow.

We are part of a series of pioneering initiatives in this area, taking as a reference international standards and science-based proposals in each of the 3 stages of our Climate Program: measure, reduce and compensate.

1. MEASURE

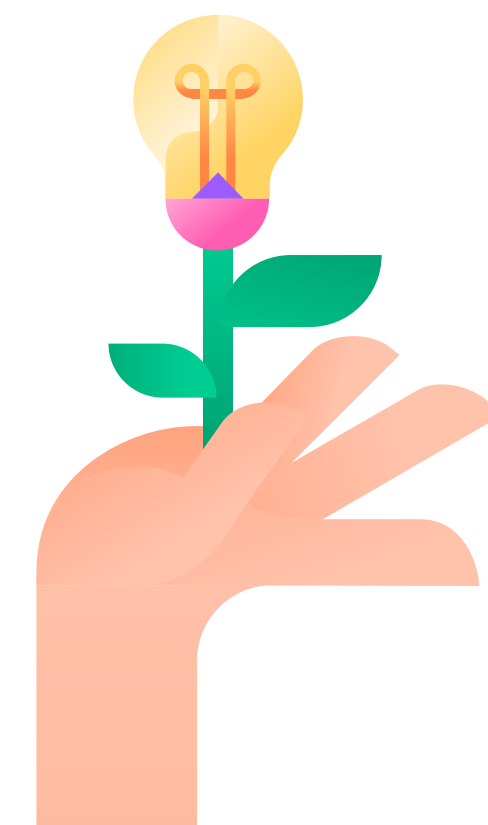
We measure the impact of all our activity, from consumption of electricity in our offices to the use of fuel in our fleets.



Greenhouse Gas Protocol (GHG). Most widely recognized international standard which allows us to measure GHG emissions transparently to be more efficient and resilient against climate change.



Standard ISO 14064-1:2018. This international standard is focused on the measurement of greenhouse gases (GHG), offering guidance on how to measure and report emissions and elimination of these gases.



2. REDUCE

With the information we gather, in addition to reviewing whether we are reaching our targets, we are working on reducing our emissions.



The Science Based Targets initiative (SBTi), promoted by the Carbon Disclosure Project (CDP), the UN Global Compact, the World Resources Institute (WRI) and the World Wildlife Fund (WWF), is the biggest global initiative to establish science-based commitments for the reduction of CO₂ emissions Cabify committed to SBTi in 2021, along with 1,000 companies worldwide who were defining emissions reduction targets to keep global warming to 1.5°C and align with the Net-Zero standard.



The Climate Pledge is a project from Amazon and Global Optimism committed to technology as the way to resolve the climate crisis. This partnership brings together the biggest companies in the world and looks to deliver on the Paris Agreement of ten years ago.



Leaders for Climate Action is an initiative that supports climate action in the digital industry, focusing on enterprise leaders. To join, companies must take the Green Pledge, which dictates how to measure, reduce and periodically offset carbon emissions.



This public commitment, the Carbon Neutral Pledge, which we joined in 2019, is driven by leading technology companies from Silicon Valley, who are committed to becoming carbon neutral.



3. OFFSETTING

We offset the emissions we cannot reduce based on offsetting standards of the highest level and projects in different countries.



Through this **United Nations platform** we offset CO₂ emissions by contributing to certified projects in developing countries registered with the United Nations Clean Development Mechanism (CDM).



The **VCS** is a standard for the voluntary reduction of carbon emissions, developed and administered by Verra with more than 1,300 certified projects.



The **Cercarbono** voluntary certification program allows us to participate actively in the development of programs and projects to tackle climate change.



The **Ministry for Ecological Transition and Demographic Challenge** maintains a voluntary register of a portfolio of forestry projects with which organizations can offset their footprint.



Gold Standard is one of the world's most prestigious voluntary offset standards, focuses on ensuring that carbon credits are real and verifiable and that projects make a measurable contribution to sustainable development.



Stage 1: Measure

To curb the climate crisis we have to work on both reducing pollutant gas emissions and offsetting of the impact generated. To get there, we have to start by measuring a series of indicators at our offices, and every single journey our users take. Everything counts!

We use the Greenhouse Gas Protocol (GHG) standards and Standard ISO 14064-1:2018 to classify the equivalent CO₂ emissions –hereinafter CO₂ from our activity– as follows:



SCOPE 2:
Indirect GHG emissions from electricity, that is, emissions from the generation of the electricity we acquire and consume as a company.

- Purchase of electricity, steam, heating and cooling for own use**

SCOPE 3:
Other indirect emissions as a result of our activities, but that occur in sources that are not our property or under our control.

- Goods and services purchased
- Capital assets
- Activities related to the production of fuels and energy
- Transportation and distribution
- Waste generated in operations
- Business travel**
- Employee commute to offices**
- Leased assets

SCOPE 1:
Direct GHG emissions from the combustion of boilers, furnaces, own vehicles, etc.

- Company facilities
- Company-owned vehicles

SCOPE 3:
Other indirect emissions as a result of our activities, but that occur in sources that are not our property or under our control.

- Transportation and distribution
- Processing of sold products
- Use of sold products**
- End-of-life treatment of sold products
- Leased assets
- Franchises
- Investments

Cabify's carbon footprint

We mapped our carbon emission sources based on the 5 principles established by the [GHG Protocol](#), selecting those emission sources in Cabify with greater representativeness, impact and contribution to climate change, especially for Scope 3, measuring and reporting carbon emissions following the guidelines established by GHG Protocol and ISO 14064-1:2018.

We measure these emissions of global scope in all our countries, applying a operational control focus in accordance with the GHG Protocol.

In 2022 we voluntarily submitted ourselves to a **specific verification of our carbon footprint** by a third party, successfully!

[+ More info in the Verification Report](#)

Although we saw an increase of **26+ %** km traveled, carbon emissions have only grown **9+ %!**

METHODOLOGY

EMISSIONS (tons of CO₂ equivalent) 2022

SCOPE AND DESCRIPTION		SOURCE OF EMISSION ANALYZED	METHOD OF CALCULATION	EMISSION FACTORS	SPAIN	LATIN AMERICA	TOTAL	% REPRESENTATION WITH RESPECT TO THE TOTAL	CHANGE 2022 vs. 2021
GHG Protocol	ISO 14064-1:2018								
SCOPE 1: Direct GHG emissions	CATEGORY 1 Direct GHG emissions and removals	Combustion of boilers, owned vehicles, furnaces, refrigeration gases...	Consumption based on invoices and installation inspection reports	Emission factors from government sources of recognized prestige in each country	0	0	0	0%	0%
SCOPE 2: Direct GHG emissions	CATEGORY 2 Indirect GHG emissions from imported energy	Electricity consumption	Consumption based on invoices	<i>Ad hoc</i> emission factors from electricity suppliers or emission factors from reputable government sources in each country	0 ⁶²	38	38	0%	+14%
SCOPE 3 Other indirect GHG emissions	CATEGORY 3 Direct GHG emissions	Business travel / Indirect GHG emissions from transportation	Log of different forms of travel for work reasons	Emission factors from government sources in each country of recognized prestige based on form of transport	366	304	671	1%	+17%
		Employee commuting to the office / Indirect GHG emissions from transportation	Employee office commute survey	Emission factors from government sources in each country of recognized prestige based on form of transport	13	123	136	0%	+423%
		Use of products sold / Use of the organization's products	Passenger travel through our app	Ad-hoc emission factors (gCO ₂ /km) based on the brand, model and type of combustion, government sources of each country of recognized prestige or the manufacturers	12,697	67,959	80,656	99%	+9%
TOTAL					13,077	68,423	81,500	100%	+9%

Stage 2: Reduce

When it comes to fighting climate change, there is nothing more important than reducing carbon emissions. In mobility, the focus is on making vehicles more fuel-efficient and on the transition to zero or less polluting technologies. At Cabify we're very serious about this issue. It's one of identity traits within and beyond our office.

During 2022, we have prevented emissions of

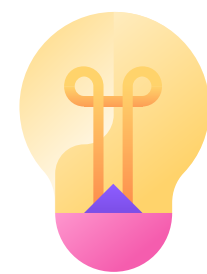
15,086
tons of CO₂

That's equivalent to the carbon absorbed by 226,296 million trees in their first 10 years of life⁶³

When traveling with Cabify (scope 3)

Passenger travel and parcel shipments account for 99% of total CO₂ emissions, and this is where we focus and concentrate our greatest efforts, which we articulate in three areas: technological innovation, low-carbon mobility alternatives and decarbonization of the collaborating fleet.

TECHNOLOGICAL INNOVATION



1,368
tons of CO₂

avoided every year thanks to our technological innovation

We use technology to optimize the routes taken on our journeys to ensure vehicles cover the lowest mileage possible without passengers and so partner drivers obtain the highest profitability.

Every year we introduce advances to reduce empty kilometers, achieving savings of an average of 1 million per month with a consequent lower fuel consumption, which in turn avoids the emission of 1,368 tons of CO₂ each year, equivalent to the CO₂ emitted when driving 5,120,015 kilometers in a gasoline vehicle.

In 2021, we added a number of features in this area, such as predictive demand analysis, which uses data analytics to inform partner drivers and collaborating taxi drivers of customers' travel expectations and provide them with the most efficient location to get a ride.

In 2022 we have launched new tools or improved existing ones, such as:

- Consecutive trips: we have introduced several improvements that allow you to link up to 6 times more trips than before.
- Target mode: for partner drivers and collaborating taxi drivers to take advantage of their homeward journey for one last service? We maximize value!
- Collection instructions: we gain in agility, we reduce emissions... *It's win-win.*

LOW-CARBON MOBILITY ALTERNATIVES



310
tons of CO₂

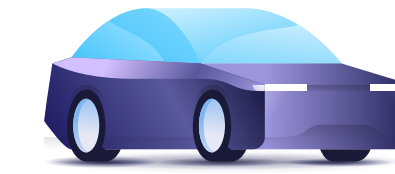
avoided by 2022 thanks to our low-carbon mobility alternatives

The different types of micromobility are an excellent alternative for certain types of travel, which are gaining in popularity day by day. In fact, as we told you at the beginning of the report, trips with Cabify on motorcycles increased by 91% in 2022 and 4,171 people tried our electric scooters for the first time. Plus, you love getting behind the wheel! In 2022, Wible trips grew 93% compared to 2021.

Did you know that each person takes about 21,000 breaths a day, emitting 1,100 grams of CO₂?⁶⁴

Well, through these options for Driving in Spain (electric scooter and motorcycle sharing and carsharing with plug-in hybrids via Wible) we have avoided the emission of 310 tons of carbon,⁶⁵ which is the same amount emitted by one person in 5,918,289,423 breaths.

DECARBONIZATION OF THE FLEET:



13,287
tons of CO₂

avoided⁶⁶ by 2022 thanks to the progressive decarbonization of the collaborating fleet

We continue to work hand in hand with our partner drivers and collaborating taxi drivers with the goal that all trips through the Cabify app will be 100% zero carbon (in electric vehicles, hydrogen propulsion or other zero CO₂) in Spain by 2025 and in Latin America by 2030.

Progress is seen year after year. The CO₂ emissions index (g CO₂/km) of passenger journeys and courier journeys on the Cabify app is the most representative indicator of the evolution of our commitment to tackling climate change.

	SPAIN	LATIN AMERICA
2022	95.9	103.3

If we compare vs. 2021⁶⁷ we have reduced...

Spain
-12

Latin America:
-18

Avoiding the emission of 13,287 tons of CO₂, or in other words, the amount of CO₂ generated by 2,682 gasoline-powered vehicles during one year.

If we compare ourselves to... New cars acquired⁶⁸

Spain
-31

Vehicle fleet⁶⁹
Latin America:
-62

Avoiding the emission of 44,854 tons of CO₂, or in other words, the amount of CO₂ generated by 9,055 gasoline-powered vehicles during one year.

This way, we contribute to a shift towards cleaner transportation in all the countries in which we operate.

AT CABIFY WE HAVE A PLAN

Spain was the first country in which we developed a plan to drive our electrification project, forging partnerships in each of its execution phases. Over the years, we have added countries to this challenge.

We are not alone

78% of Spaniards would opt for a hybrid (44%) or electric (34%) car if they had to buy a new one⁷⁰

1. Analysis

We review the entire fleet of vehicles (models, sizes, monitoring, performance, costs, autonomy...) and evaluate the current context of electric vehicles (manufacturers, characteristics, electricity suppliers...). Subsequently, we conducted a financial analysis⁷¹ to study the feasibility and analyze different scenarios that could influence the total cost⁷².

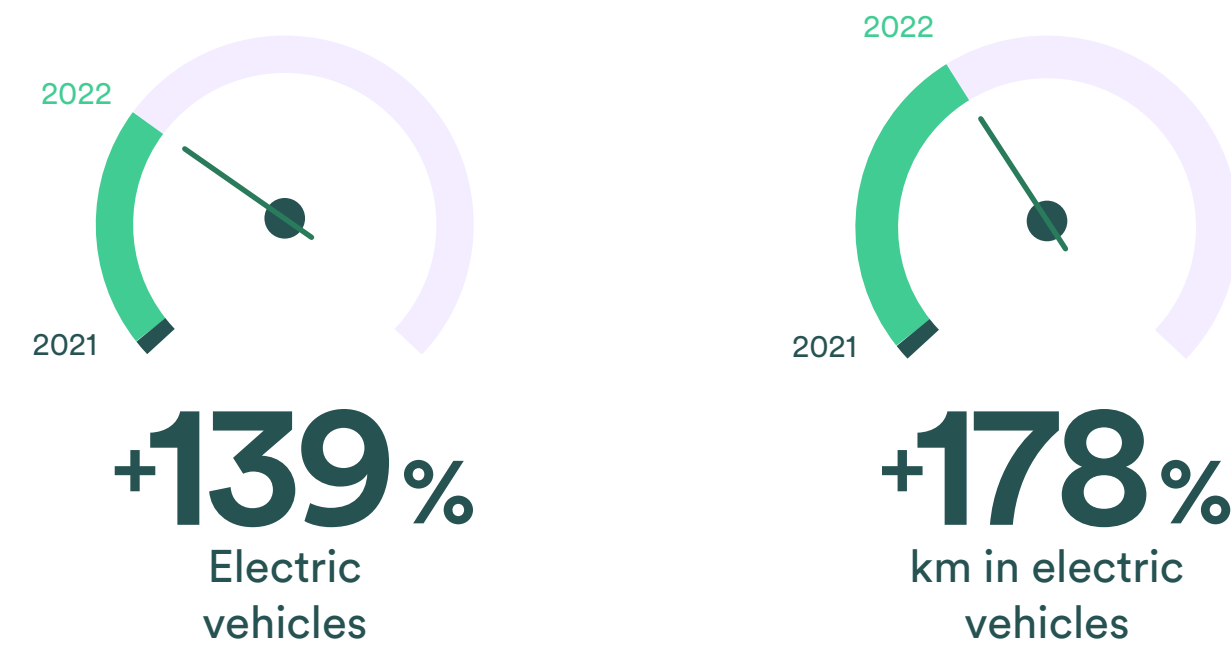
2. Search for partnerships

With electric vehicle manufacturers⁷³, with electricity suppliers⁷⁴, with installers and equipment suppliers⁷⁵, with financial institutions⁷⁶ and fleet managers⁷⁷.

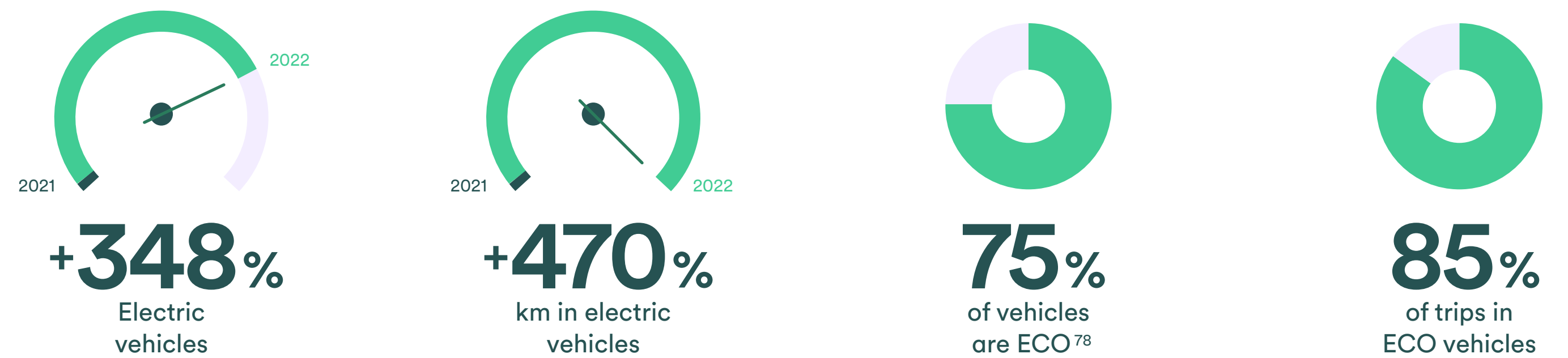
3. Awareness

We have developed communication materials to support our partner drivers, partner taxi drivers and fleet managers in the process of transitioning to decarbonized vehicles, especially electric, with information on the key benefits and long-term profitability of these vehicles or everything they need to know about the new restrictions in cities (low-emission zones). We present all the partnerships that we are building from Cabify to promote change.

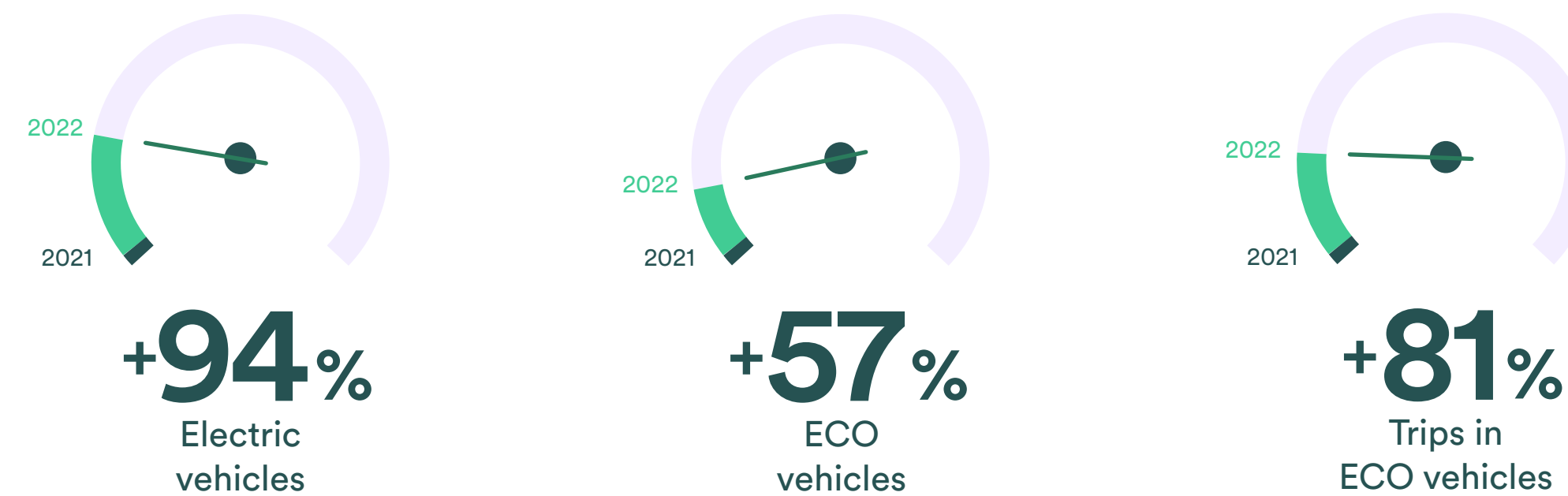
GLOBAL



SPAIN



LATIN AMERICA



OUR SUCCESSES IN 2022

We facilitate fleet renewal
Through an agreement with Motorysa, we support Cabify partner drivers in the country to access BYD hybrid and electric vehicles at an attractive discount.

We have co-designed and incorporated the Mobilize Limo sedan
Cabify is the first *ride-hailing* company in the world to use the Mobilize Limomodel, a 100% electric sedan from Mobilize Driver Solutions that we designed together with Renault over two years and that can travel up to 450 kilometers without emissions. With this exclusive agreement we have incorporated, for the moment, 40 units of this vehicle to the collaborating fleet in Spain.

EIB loan: zero-emission destination
We obtained a loan from the European Investment Bank (EIB) for 40 million euros –part of a project that will have a total investment of 82 million euros– to support our goal of achieving a zero-emission electric vehicle fleet in Spain, with the incorporation of 1,400 electric cars, as well as the development of the technology and fast-charging infrastructure necessary for their operation. These vehicles are expected on average to reduce CO₂ emissions by 9 kt per year.

First hydrogen fleet for VTC
With Toyota, we are trailblazers in launching the first hydrogen-powered fleet (fuel cell electric vehicles) for VTC in Spain, through an agreement whereby the car company has provided first-generation Toyota Mirai cars as a zero-emission alternative for passengers who travel with Cabify. Refueling is carried out by Enagas, at the first refueling station in Spain (Madrid) that allows hydrogen refueling at 700 bar.

Charging stations for collaborators
We reached an agreement with Fenie Energía, covering the entire national territory, to promote the electrification of vehicles among partner drivers and collaborating taxi drivers who work using the Cabify app, with the most competitive proposal in the market for the installation and commissioning of latest generation private charging stations.

Electrification starts rolling
We partnered with eZero, the Mexican company with extensive experience in new electric transport technologies, to incorporate electric cars and encourage fleet sustainability. As a result of this partnership, eZero will hire electric car drivers directly, thus encouraging them to drive with Cabify, and contributing to provide quality, a personal touch and greater safety to the service.

Hybrids for Lima
Through a partnership with Kia, we provided a sustainable mobility alternative on the streets of Lima by integrating New Niro model hybrid vehicles to the fleet, which generate 46% less CO₂ per kilometer compared to an average SUV. The agreement, which seeks to encourage the use and acquisition of cleaner vehicles by people who use Cabify's app to drive, was reinforced with the raffle of one of these vehicles among partner drivers.

Commitment to electromobility
We launched a program that encourages electromobility among partner drivers and taxi collaborators, in partnership with Abriley, granting significant commercial benefits for them if they join the app with electric vehicles.

In the first person

From Peru, Renzo Tramontana, as a driver, values the electrification initiative in which he has played a leading role:

“I am happy to have been considered to be part of this Cabify and Kia project. My experience driving a hybrid vehicle like the Kia Niro has been very positive, both due to the fuel savings that allowed me increase my income and the fact that I know I am creating less pollution while I am making trips”.



The introduction of the new Eco category
for corporate customers in Spain is a step forward on our path to decarbonization

BARRIERS TO ELECTRIFICATION⁷⁹

While we want to speed up this transition, we cannot do it alone. We need everyone (customers, drivers, governments...) to move in the same direction!

Spain, along with other countries such as Italy, Hungary and the Czech Republic ranks at the bottom of Europe in terms of electrification: barely 1% of the vehicle fleet is made up of electric vehicles. We are far from the targets set for 2022 in terms of both electric vehicle penetration and public access charging infrastructure, but there is also good news. There is growth in both indicators (17.1% increase in electric vehicles and 3.3 points in infrastructure) and forecasts for 2023 are for at least double these figures.⁸⁰

In 2021, electric car sales accounted for more than 8.5% of global automotive demand and consumer spending doubled. The electrification of road transport continues expanding and 2020 saw the number of electric cars reach another landmark, hitting the 16.5 million units. The number of units sold per week stood at 120,000 - the same amount sold in all of 2012 - and 6.6 million more of these cars are on the world's roads, twice as many as in 2020, 70% of which are all-electric.⁸¹

But what barriers are causing the transition to electric vehicles to be slower than expected? We are particularly focused on Spain, where we have an electrification target for 2025.

User level

- Vehicle autonomy: electric models, within the range of 150-400 kilometers of autonomy, cannot compete with current gasoline and diesel models.
- Speed of the recharging process: the recharging process currently available is mostly slow, although it is gradually becoming possible to access rapid and ultra-rapid recharging.
- Availability of recharging points: at the end of 2022, there were 18,128 public access recharging points in Spain, 10,327 in urban environments; a number that is far from the target of 100,000 by 2023. Many of these points are not located in strategic areas.
- Low availability of electric cars on the market and the lack of EVs that meet the autonomy and capacity demands of a service like ours in terms of people and luggage.
- Age of the vehicle fleet: the average age of the Spanish vehicle fleet is around 14 years –that is, few new cars are bought and many used cars are sold–, one of the main challenges in the transition to more sustainable mobility.

Economic level

- Acquisition cost: electric vehicles remain more expensive initially than equivalent fossil fuel vehicles. They are more cost-effective in the long run, if their total cost is analyzed in terms of service life and fuel savings.
- The lack of financial incentives for the electrification of large fleets: regulation of this type of service is still immature and there is little in the way of renting and leasing offerings that meet the mileage requirements of the activity.

Energy level

- Possibility of overloading the electricity system: the electricity grid can support the current demand, which is less than 250,000 registered vehicles, but there are doubts as to whether it could sustain the electrification process of the more than 25 million cars circulating in Spain today.
- Instability in the price of electricity, resulting in large fluctuations in the price per kilowatt hour.



In 2019, together with BID Invest and EY, we conducted our industry's first study on the transition to electromobility, 'Electric Vehicles in the ride-hailing industry', in which we identified sustainable business models, including new financing technologies such as fintechs, to accelerate the transition to electric mobility. Based on an analysis conducted in Mexico, we found that the main reasons preventing partner drivers from purchasing EVs were the high cost of purchase and maintenance.

COMMUNICATION
CAMPAIGN

On your way

We believe in the power of technology to make our cities better places. And to prove it, it's best to lead by example! On Earth Day, we're telling the world how a simple feature can save thousands of tons of CO₂.



We are very good at making the most of our trips. That's why we have the 'Consecutive Trips' functionality, which allows partner drivers to link one service after another. This is how it works: when they are making a trip, they are shown available trips whose starting point is close to the destination point of the current trip.

In short: everybody wins. Not only does it mean more trips and profits for those behind the wheel, but also fewer empty vehicles and fuel kilometers, thus avoiding the emission of 1,368 tons of CO₂ per year. For our campaign, we thought of a simple way to tell the story. And what better way to do it than with an expression that we all know.

It's "on your way", make the most of the trip. Something we've heard many times. And, it makes so much sense. Because by taking advantage of the trip we make our service more efficient and more respectful of the planet.

THIS IS WHAT WE DID:

- Launched a [video](#) on April 22nd.
- Created a [web page](#) where we value the power of change of technology.
- Sent our messages to the mailboxes of all our audiences.
- On social networks, with pieces like [this](#).

+ See all 2022 campaigns in [Our brand](#) section

**In our offices
(scope 2)**

The electricity used in our head office (Madrid) comes from 100% guaranteed renewable sources certified by the National Markets and Competition Commission.

In our offices, as well as using motion detectors to turn lights on and off automatically, we also try to keep as many floors as possible closed with the lights turned off. Security staff have the task of turning off all lights in the office at the end of the day, which means we don't consume any more energy than is necessary while also reducing light pollution. We also continue to be good neighbors. We close our offices in Spain at 10.00 pm and our noise level during the day is minimal.

Electricity consumption in our offices in 2022 was 571,280 kwh (466,795 in Spain and 104,485 in Latin America). What's more, 100% of the electricity consumed at our head office in Madrid, which accounted for 82% of our total electricity consumption in offices, is from 100% renewable sources. This has prevented the emission of 121 tons of CO₂, which is equivalent to preventing the CO₂ emissions from recharging 13 million smartphones.

121
tons of CO₂
emissions avoided
in 2022 thanks to renewable
energy consumption

**In employee travel
(scope 3)**

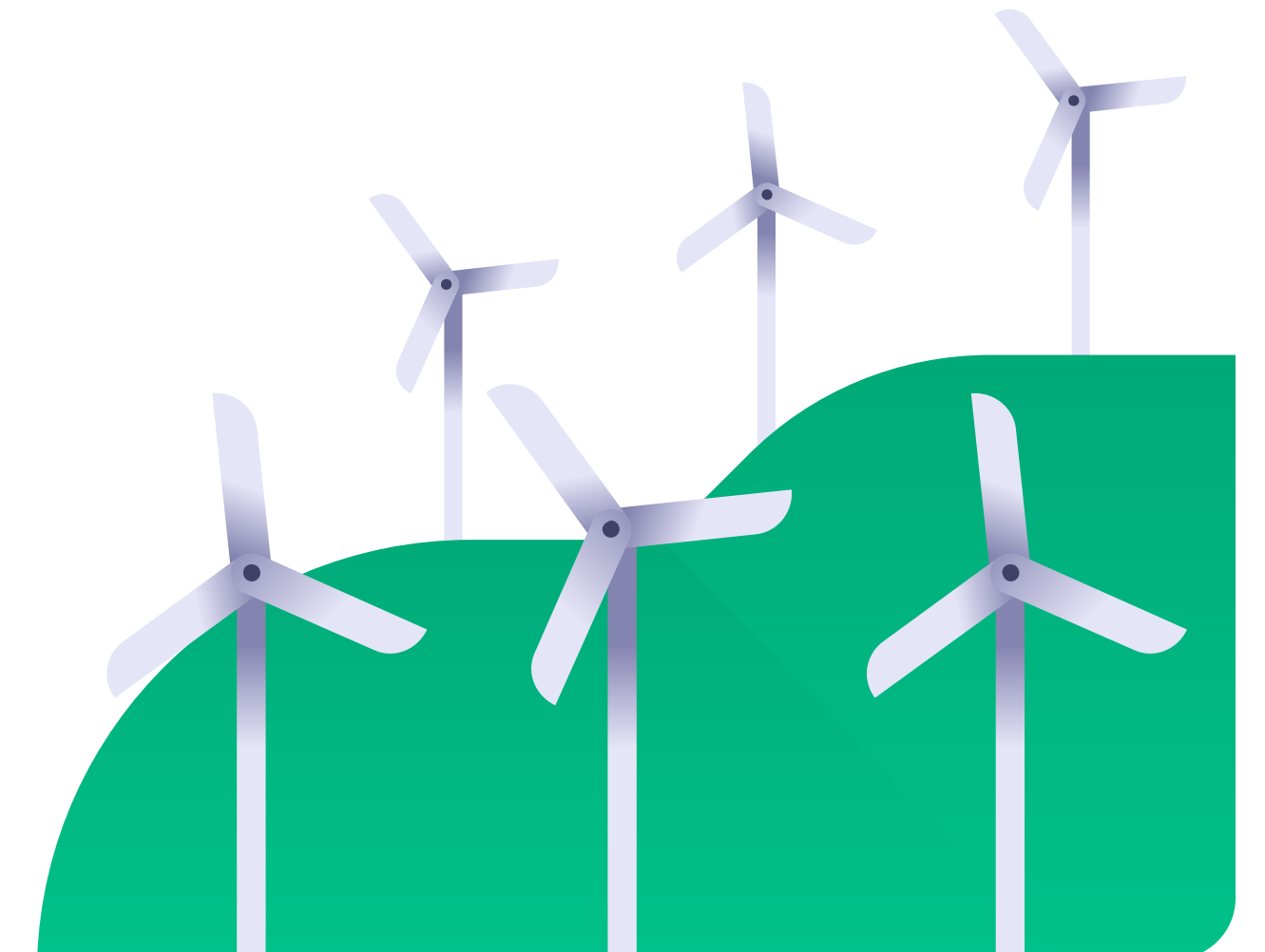
BUSINESS TRAVEL

Reducing our footprint is also about prioritizing online meetings⁸² over face-to-face where possible, even when we're in the same city. Faced with the possibility of any form business trip that requires long-distance travel or transfers to another country, we always ask ourselves if our physical presence is absolutely necessary and we only travel if strictly necessary, assessing the means of transport based on the trip.

EMPLOYEE COMMUTE TO OFFICES

We carry out quarterly surveys to ascertain the mobility patterns of our employees when it comes to commuting to work. Better understanding of how we move allows us to improve habits and optimize journeys.

The road to reducing the carbon footprint starts internally. Cabify employees have a monthly voucher, Journeys for all, which we can use to get around the city using Cabify's sustainable multi-mobility ecosystem, while giving feedback on the service with a different clinical eye.



Stage 3: Offsetting

Cabify forms part of this exclusive groups of companies on the planet that offset their emissions. It brings a tear to the eye! We're pleased to be the first company in our sector to make the maximum commitment, but we're even more enthusiastic about the fact that a large number of companies are setting out on this path because together we can go further.

Since 2018, through our We are Carbon Neutral Program and through the voluntary carbon credit market, we provide economic support for local projects through our purchase of carbon credits, we fight climate change and offset our footprint to make a positive impact on the people whose offsetting projects also impact on the generation of employment and well-being in local communities.

Each and every one of Cabify's services are carbon neutral, we offset all of our emissions. In 2022

we offset
81,500
tons of CO₂!

This is equivalent to the conservation of 356,807 km² of forest

Each carbon credit is equivalent to offsetting one ton of CO₂, which means that in 2022 we have offset 81,500 tons of CO₂, or in other words, the amount absorbed by 1,222,531 trees in their first 10 years of life.






In the European Union alone, 75% of the population lives in urban areas, which is why the European Commission has launched the mission "One hundred smart and climate-neutral cities by 2030", including seven Spanish cities, five of which have our transport services: Barcelona, Madrid, Seville, Valencia and Zaragoza⁸³. The goal is for these cities to act as experimentation and innovation ecosystems to help all the others in their transition to climate neutrality by 2050. We are proud that our presence in these cities contributes to this important European mission that promotes, as we do at Cabify, clean transport and green urban planning based on research and innovation.

Cabify's 'We are Carbon Neutral' Program

Find out how we make it happen at: cabify.com/en/neutros-en-carbono

WHAT DOES "WE ARE CARBON NEUTRAL" MEAN?

Turning on a light, sending an email or making a coffee are all actions that emit CO₂ into the atmosphere and contribute to climate change, and so do our journeys through the Cabify app. Being Carbon Neutral means we compensate for CO₂ emissions generated by our activity through projects that absorb exactly the same quantity of CO₂ that we emit. Or, in other words, we remove the same amount of carbon dioxide (the carbon footprint) that we have released into the atmosphere.

-  Since 2018, we are the first and only company in the sector in Europe and Latin America to offset 100% of the emissions generated. This is a commitment that we have maintained over the years.
-  We select offsetting projects with high added value, under carbon offsetting schemes of high international prestige such as CDM, VCS, or Gold Standard.
-  We also establish partnerships with different providers to make the compensation process traceable by using the advantages offered by blockchain technology, the first urban mobility company to do so. This decision offers us more options to offset CO₂ emissions in the countries in which we operate, and we demonstrate how technology is our best tool in the fight against climate change.
-  One of the strengths of our program is that we achieve multiple impacts. Of all the Sustainable Development Goals, the one we contribute to most is No. 13 Climate Action, but each of the projects we invest in has an impact on other Sustainable Development Goals.
-  100% of the CO₂ emissions we generate are offset exclusively through projects in the countries where we operate.



OUR OFFSETTING PROJECTS IN 2022



Wind energy in Buenos Aires and Chubut

Paradoxically, Argentina is one of the best places in the world to harness the power of the wind and, at the same time, one of the countries most dependent on fossil fuels.

We want to be agents of change, so we are collaborating with the Genneia project so that its 6 wind farms (distributed between the capital and the south of the country) continue to generate clean energy to offer to the Argentine community.

The numbers are impressive: it has 71 turbines that annually generate an average of 900,000 MW/hour that are fed into the national power grid. This represents the mitigation of some 384,000 tons of CO₂ per year on average.

Located in Buenos Aires and Chubut, the wind farms harness the power of the wind in an area ideal for wind energy, where the air of Argentine Patagonia blows strongly and constantly, pushing us towards a cleaner future.

Project verified under the Verified Carbon Standard (VCS) and Clean Development Mechanism (CDM).



Wind energy in Ovalle, Coquimbo

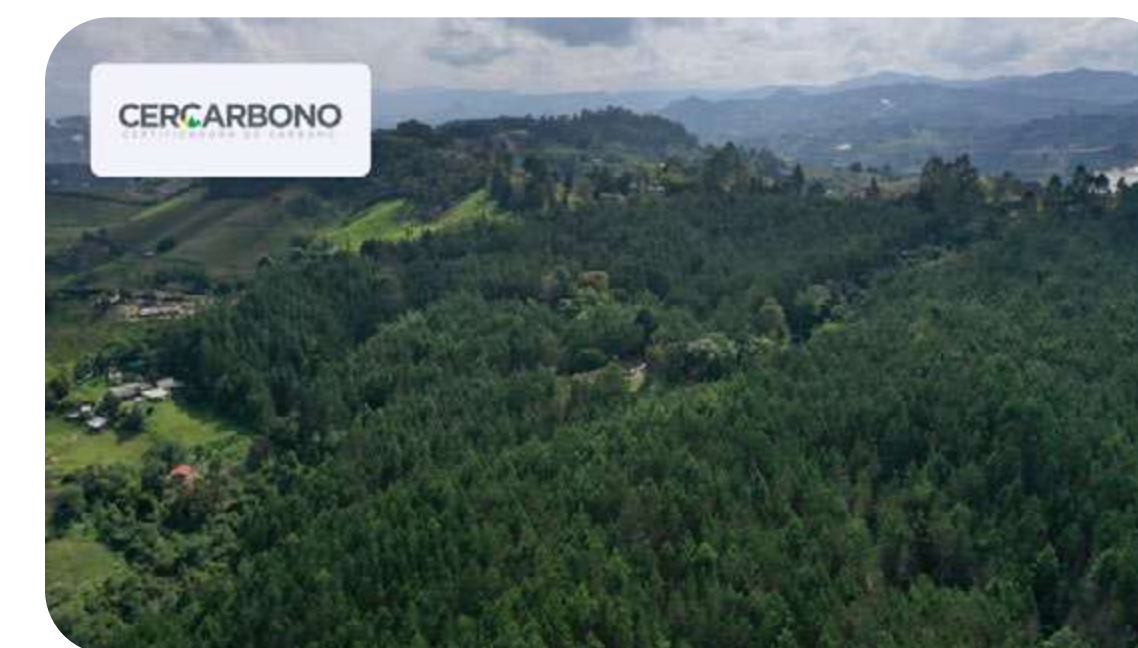
Our commitment to sustainability continues to advance in the southern country through our collaboration with two wind farms that provide clean, renewable energy to the Chilean community.

The El Pacífico and La Cebada wind farms are located in the municipality of Ovalle, in the Coquimbo region, and their 57 turbines constantly turn thanks to the power of the wind from the ocean in front of them.

Between them they are capable of generating, on average, no less than 290 GW/hour per year. This energy translates into savings of 197,000 tons of carbon dioxide emitted into the atmosphere if the same energy were produced with fossil fuels. All while providing jobs for the local community through the construction and maintenance of the wind farms.

This is how we continue to help the energy transition in Chile, offering 100% renewable energy that goes into the country's electricity grid so that it can be enjoyed in Chilean homes.

Project verified under the Gold Standard.



Reforestation in the Andean Zone and Atlantic Coast

In Colombia, our efforts to offset emissions from our travels take us to the Antioquia and Caldas areas. Two locations, the same purpose: the protection of our spaces from deforestation.

Through the Andean Zone and Atlantic Coast Associative Programmatic Project, we helped unify reforestation initiatives in 29 Colombian municipalities, with a positive environmental and social impact. The aim of the project is to help small and medium-sized forest owners to reforest their land and enter the carbon market.

In this way, we contribute to the recovery of very degraded hectares, while helping the area become a source of income for its owners through carbon credits. In addition, the forestry activity involved in reforestation tasks (planting, maintenance, pruning, thinning, etc.) creates more jobs than livestock farming, and most of the jobs are carried out by local residents.

By caring for the environment, we ensure that future generations can embark on their own journey in Colombia and beyond.

Project verified under the Cercarbon standard.



Spain **Reforestation in Borela, Pontevedra**

Our journey towards sustainability takes us to Cercedo-Cortobade, a Galician municipality located in Pontevedra.

This is where the Borela neighborhood forest is located, an area of scrubland where we are collaborating with the reforestation of the land so that its 78.34 hectares become a green space that absorbs more CO₂ than the current soil.

Through the planting of flowering trees, pines and prunus, it is estimated that 107,772 tons of CO₂ will be absorbed over the 35 years of the project. Not only will this benefit the natural environment, but, thanks to the preparation and maintenance work in the area, it will serve as a source of employment for the local community.

In this way we are helping to protect the land in the northern part of Spain, a place of enormous natural importance that is suffering the effects of climate change. We continue to look beyond the cities in the country where we were born more than a decade ago.

Project included in MITECO's national registry.

Ecuador **Conservation of Alto de Huayabamba**

Through this enormous project we not only protect two ecosystems whose biodiversity has been recognized worldwide, but we also help the economy of the communities present in a vast area that unites Ecuador and Peru.

The vast Amazon Wilderness Area and the eastern slopes of the tropical Andes, areas of unique environmental richness, are at risk from deforestation caused by industrial crops, mining, land clearing for pasture and illegal plantations.

That's why we are working to protect this wildlife corridor, which covers a total of 53,410 hectares, helping to absorb no less than 52,000 tons of CO₂ each year.

In addition, we help promote new sources of sustainable income such as organic quinoa and honey production for families in the community, strengthening local governance.

Project verified under the Verified Carbon Standard (VCS) and Climate, Community & Biodiversity (CCB).

Mexico **Reforestation in Tabasco, Chiapas and Campeche**

In rural areas of southern Mexico, it is common for employment to be unregulated and heavily dependent on agriculture. That's why we collaborate to offer quality work to the community while helping to reforest areas that have suffered the effects of extensive cattle ranching.

Thanks to this project, we help reforest with teak trees those areas where the natural habitat of the native fauna and flora has been degraded, while creating stable, sustainable and long-term employment opportunities.

For the correct implementation and management of the project, 279 people have been trained, creating 424 quality jobs. 4,011 hectares have been protected from deforestation, creating a green lung that sequesters 37,000 tons of CO₂ from the atmosphere each year.

Through this, even at a distance from the cities where we operate, we create a more prosperous future for the people and environments that need our help the most.

Project verified under the Verified Carbon Standard (VCS).

Uruguay **Reforestation of livestock land in Montevideo**

Our project in Montevideo, the capital of Uruguay, is an exemplary combination of environmental and social action.

On one hand, work is being done to recover 4,500 hectares of infertile land due to 300 years of degradation caused by the livestock industry. The result has been the generation of a terrain conducive to sustainable timber harvesting and perfect for absorbing CO₂ from the atmosphere.

On the other hand, it promotes sustainable employment in the local community to prevent its inhabitants from having to migrate to other areas due to lack of job opportunities.

The result? Absorption of 253,717 tons of carbon dioxide trapped from the atmosphere and creation of up to 700 high-quality jobs in an environment with a high rate of unemployment and poverty. A project that unites our eagerness to create better places while caring for the environment and people.

Project verified under the Verified Carbon Standard (VCS).

COMMUNICATION
CAMPAIGN

Let's be Carbon Neutral

In 2021 we decided to offset all carbon emissions from our competitors in Argentina. A year later, it was time to go even further: offsetting the CO₂ emissions from all our competitors' trips in the other countries where we operate.



We are fanatical about recycling, in and out of the office. That's why we decided to take up the campaign we launched in Argentina and go many steps further. Because the power of a good idea is almost inexhaustible!

As sustainability does not understand competitors, we decided that everyone traveling with other apps (other than Cabify) could offset the emissions of their trips, just as we do. An action that sums up our message very well: move as you wish, but do it wisely.

The mechanics were simple. All you had to do was enter the website we set up for the campaign (now deactivated), fill in a short form and attach the trip ticket. In this way, we offset 1kg of CO₂ generated per trip. Because we are together in the fight against climate change.

THIS IS WHAT WE DID:

- We set up a web page where everyone could send us their trips.
- A [video](#) explaining the mechanics.
- Social media posts, collaborating with different artists to create pieces such as [this one](#) [this](#) or [this](#).
- Of course, an email and digital campaign.

+ See all 2022 campaigns in [Our brand](#) section

Annexes

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4.1 Footnotes

1. Urban Development data from the [World Bank](#).
2. Company with a valuation of more than 1 billion dollars.
3. These analyses assess investment and back decision-making from a global perspective (top-down) or individual or specific perspective (bottom-up).
4. 'Objectives and key results'.
5. With approved child seats. Available in Spain.
6. Available in Spain.
7. Hybrid, plug-in hybrid and electric vehicles. Available in Spain for corporate clients.
8. Service not available as of 2023.
9. The term "last mile" represents the last part of the delivery process of an order, i.e., the actions that take place when the product is transferred from the distribution point to the end customer.
10. We will cease operations in Ecuador at the beginning of 2023.
11. Data from Credit Suisse in report [An Economy for the 1%](#) by Oxfam.
12. Urban Development data from the [World Bank](#).
13. According to UN estimates included in [this article](#).
14. United Nations Intergovernmental Panel on Climate Change (IPCC).
- 15/16. Article ['Cybersecurity is an environmental, social and governance issue. Here's why'](#) from the World Economic Forum.
17. Data extracted from the periodic Global Survey with which we monitor the opinion of our passengers in all markets. The main aim of this omnibus-type study is to understand how they perceive our value proposition and whether it is aligned with their expectations and needs, allowing us to make decisions based on knowledge and experience in a measurable and continuous manner over time.
18. We call a multi-modal passenger or multi-mobility user a person who carries out transactions in two or more of our services: *ride-hailing*, *delivery*, *car-sharing* and *asset-sharing*.
19. Data from the report [Analysis of the economic impact of the elimination of urban VTC services in Spain by the employers' associations Aseval Madrid and Unauto](#).
20. Figures from the World Bank.
21. We understand local suppliers to be those with origin and operation in the cities in which we are present, including active drivers in each country.
22. Calculation by Professor Daniel Shoup, of UCLA, confirmed on the blog [Reinventing Parking](#). The study [Cuentas ecológicas del transporte](#) by [Ecologistas en Acción](#), whose second edition data from 2016 sees this percentage rise to 97% in Spain.
23. Conclusion drawn from the Global Survey we conduct on a regular basis to monitor the opinion of our passengers and driver-users in all markets. The main aim of this Omnibus-type study is to understand how our value proposition is perceived by them and if it is in line with their expectations and needs.
24. Available in Spain.

25. API (*Application Programming Interface*) is a mechanism that allows two applications or services to communicate with each other. Learn more about this interface [here](#).

26/27. Available in Spain.

28. Data from the study ['Sustainability on the Agenda of Latin American Leadership'](#), conducted by SAP.

29. Available in Spain

30. A hackathon is a meeting of programmers whose objective is collaborative development.

31. These are the results of the ['Barometer on the status of Product Managers and Product Designers in Spain'](#) carried out every year by the consulting firm Thiga for its event La Product Conf (LPC), based on a survey of its participants.

32. According to the report ['The State of Science 2020 of the Organization of Ibero-American States \(OEI\)](#).

33. According to the EU Agency for Cybersecurity in its report ['ENISA's Threat Landscape 2022'](#).

34. Data from Kaspersky's report ['How business executives perceive the threat of ransomware'](#).

35. Figure supported by the study ['The Global Risks Report 2022 of the World Economic Forum'](#).

36. Data from the report ['Data Privacy, Cybersecurity and ESG. Managing Risks in a Changing Business Environment'](#).

37. According to the ['Global Artificial Intelligence Adoption Index 2022'](#), by IBM.

38. PSD, *Payment Service Directive*, has been regulating payment services since 2007 with the aim of promoting transparency, competition and service innovation. PSD2 refers to its second version, revised between 2018 and 2019.

39. At year-end 2022.

40. Only our CEO Juan de Antonio has a contract in this modality. The rest is due to an internal classification.

41. *Employee Net Promoter Score* (eNPS) is a tool to measure loyalty to a company, in this case our employees, by answering the question 'how likely are you to recommend the company to a family member or friend' on a scale of 1 to 10. To obtain the result, the detractors (have scored 6 or less) are subtracted from the promoters (9 or 10 points), and this result is divided by the total number of responses and multiplied by one hundred. The NPS index can be as low as -100 (everyone is a detractor) or as high as 100 (everyone is a promoter). An NPS above 0 is perceived as good and an NPS of 50 is excellent.

42/43. In Spain, we comply with the remote work regulations of Law 10/2021 of July 9, reinforced with an Agreement that defines the regulatory framework for compensation of expenses by the company.

44. The rules applicable to the Cabify travel voucher available to employees each month are found in the policy on this matter.

45. Leave taken in its entirety, but divided into weekly periods or part-time by means of formulas such as reduced working hours.

46. Unless expressly agreed by the Equality and Diversity Committee to modify the current one.

47. According to the [National Observatory of Technology and Society](#) (ONTSI).

48. As expressed in the report ['Women in Technology'](#) by PageGroup.

49. Results of the Survey on climate 2022-2023 of the European Investment Bank (EIB).

50. Conclusion drawn from the Global Survey we conduct on a regular basis to monitor the opinion of our passengers and driver-users in all markets.

51. Conclusion drawn from the Global Survey we conduct on a regular basis to monitor the opinion of our passengers and driver-users in all markets.

52. Conclusion drawn from the Global Survey we conduct on a regular basis to monitor the opinion of our passengers and driver-users in all markets.

53. Conclusion drawn from the Global Survey we conduct on a regular basis to monitor the opinion of our passengers and driver-users in all markets.

54. This prestigious report synthesizes the findings of three expert assessments published between 2021 and 2022 that analyzed the science, impacts and mitigation of climate change, seeking to provide clarity to policymakers as they consider further action.

55. Report on the ['Emissions Gap 2022'](#) by UNEP Full Synthesis Report on NDCs' by UN Climate Change.

56. Report ['Transport: Tracking Progress 2022'](#) by the IEA (International Energy Agency); in their previous report, ['Tracking Transport 2021'](#), they reflected a decrease: 8.5 gigatonnes in 2019, compared to 7.2 in 2020.

57. Data provided by the [European Commission](#) in announcing the "100 smart and climate-neutral cities by 2030".

58. In the publication ['The transport sector and sustainable transport. Innovation to achieve the Agenda 2030'](#), extracted from the publication ['SDGs Year 7. Innovation to achieve the Agenda 2030: new sustainable business models'](#).

59. The *hot hire* technology refers to technological developments, carried out by Cabify, for the optimization of consecutive trips.

60. Data from the [International Energy Agency](#) (IEA).

61. The global data comes from the ['Transport: Tracking Progress 2022'](#) of the IEA (International Energy Agency) and the 25% from the Transport and Logistics in Spain Observatory (OTLE), included in [this article](#).

62. Electricity from 100% guaranteed renewable sources certified by the National Markets and Competition Commission.

63. For our conversions, we use the [Greenhouse Gas Equivalencies Calculator](#) of the U.S. Environmental Protection Agency.

64. Article ['How much air do we breathe per day?'](#) from [Muy Interesante](#) magazine.

65. Comparison of the average carbon dioxide (CO₂) emissions of passenger cars registered in Spain during 2022 according to public information.

66. Calculated according to the emission rate reduction of the collaborating fleet 2022 vs. 2021.

67. Our index in 2021 was 107g CO₂/km in Spain and 121g CO₂/km in Latin America.

68. In Spain, new passenger cars purchased by citizens during 2021 emit on average 127g CO₂/km according to official EU figures.

69. In Colombia, in 2019 the emissions rate was 165 g CO₂/km according to the report ['Energy efficiency in new light vehicles in 2022 in Colombia'](#).

70. Latest ['Climate Survey 2021-2022'](#) of the EIB.

71. Including the calculation of the total cost of ownership (TCO), taking into account the operating, acquisition, energy and fuel costs, maintenance costs, insurance and leasing for validation of the financial viability of the model for partner drivers.

72. Change in the price of energy for different models in the fleet and increased availability of models and the infrastructure necessary.

73. Providing continuous feedback to manufacturers tackling their development with the usability of the fleet, establishing parameters for implementation - habitability, autonomy and load capacity - and testing electric vehicles to identify improvements.

74. Promoting access and supporting the study of the power terms necessary.

75. Supporting the development of the most efficient and rapid charging methods.

76. Establishing credit agreements with financial institutions to fund electric vehicle projects, leading to a reduction in risk analysis with binding contracts and negotiating competitive interest rates and deposits.

77. Adapting the reading hardware to new MCU standards (*Motor Control Unit*) and carrying out an integration with maps of charging stations.

78. Electric, hybrid and gas vehicles.

79. Based on publications from various sources such as ANFAC, Ethic, AEDIVE, Mobility Portal, ACEA as well as contents of our own publication.

80. According to the ['Barometer of the electromobility 2022'](#) of ANFAC and estimates by AEDIVE (Business Association for the Development and Promotion of Electric Transport).

81. The data are from the International Energy Agency (IEA) reports ['Electric Vehicles 2022 - Technology Deep Dive'](#) y ['Global EV Outlook 2022'](#).

82. According to a recent study by Cornell University, the carbon footprint of remote meetings is 94% lower than face-to-face meetings.

83. Barcelona, Madrid, Seville, Valencia, Valladolid, Vitoria-Gasteiz and Zaragoza have been selected for this mission which will have 360 million from Horizon Europe, the EU's research and innovation program.

84. Includes failure to pass the probationary period.

85. You can find all the information related to the [Estándares GRI 2021](#) on page 98 of this report.

86. Spain, the platform's technological intermediary is Miurchi Prestige & Limousine S.L and Cabify España S.L.

4.2 Our gearing, under a magnifying glass

Total number of employees at year-end

Baby Boomer: 1949-1968
 Generation X: 1969-1980
 Millennial: 1981-1993
 Generation Z: (1994-2010)

SPAIN				
GENERATION	MEN	WOMEN	TOTAL	%
Baby Boomer	2	2	4	0.4%
Generation X	42	11	53	5.3%
Generation Z	64	42	106	10.5%
Millennial	235	123	358	35.5%
Total	343	178	521	51.6%

LATIN AMERICA				
GENERATION	MEN	WOMEN	TOTAL	%
Baby Boomer	1	-	1	0.1%
Generation X	8	16	24	2.4%
Generation Z	63	96	159	15.8%
Millennial	142	162	304	30.1%
Total	214	274	488	48.4%

SPAIN AND LATIN AMERICA				
GENERATION	MEN	WOMEN	TOTAL	%
Total	557	452	1,009	100%

SPAIN				
CATEGORY	MEN	WOMEN	TOTAL	%
Senior Management Managers	14	3	17	1.7%
Middle managers	59	25	84	8.3%
Operating positions	189	87	276	27.4%
Total	343	178	521	51.6%

LATIN AMERICA				
CATEGORY	MEN	WOMEN	TOTAL	%
Senior Management Managers	5	-	5	0.5%
Middle managers	26	10	36	3.6%
Operating positions	80	71	151	15.0%
Total	214	274	488	48.4%

SPAIN AND LATIN AMERICA				
CATEGORY	MEN	WOMEN	TOTAL	%
Total	557	452	1,009	100%

Type of contract at year-end

SPAIN				
CONTRACT	FULL/PART TIME	MEN	WOMEN	TOTAL
Permanent	Full	341	176	517
	Part	-	1	1
Internship	Part	1	-	1
	Full	1	-	1
Temporary	Full	-	1	1
	Part	-	-	-
Total		343	178	521

Rational of the calculation: people with a contract under Spanish law, reporting to HQ or Spain, either working in the office or remotely.

LATIN AMERICA				
CONTRACT	FULL/PART TIME	MEN	WOMEN	TOTAL
Permanent	Full	214	274	488
Total		214	274	488

Average type of contract

SPAIN					
CONTRACT	FULL/PART TIME	MEN	WOMEN	TOTAL	
Permanent	Full	404	222	626	
	Internship	2	-	2	
	Temporary	1	2	3	
Total	Full	2	1	3	
		409	225	634	

CONTRACT	FULL/PART TIME	BB	GX	GZ	ML	TOTAL
Permanent	Full	4	67	126	429	626
Internship	Full	-	-	2	-	2
Temporary	Part	-	-	2	1	3
	Full	-	-	-	3	3
Total		4	67	130	433	634

CONTRACT	FULL/PART TIME	SM	MA	MM	OP	TOTAL
Permanent	Full	18	89	332	187	626
Internship	Full	-	-	-	2	2
Temporary	Part	-	-	-	3	3
	Full	-	1	-	2	3
Total		18	90	332	194	634

LATIN AMERICA					
CONTRACT	FULL/PART TIME	MEN	WOMEN	TOTAL	
Permanent	Part	1	-	1	
	Full	254	329	583	
Internship	Full	3	1	4	
Temporary	Full	14	5	19	
Total		272	335	607	

CONTRACT	FULL/PART TIME	BB	GX	GZ	ML	TOTAL
Permanent	Part	-	-	1	-	1
	Full	1	29	191	362	583
Internship	Full	-	-	4	-	4
Temporary	Full	-	1	8	10	19
Total		1	30	204	372	607

CONTRACT	FULL/PART TIME	SM	MA	MM	OP	TOTAL
Permanent	Part	-	-	1	-	1
	Full	6	43	185	349	583
Internship	Full	-	-	-	4	4
Temporary	Full	-	1	9	9	19
Total		6	44	195	362	607

* BB = Baby Boomer
 GX = Generation X
 GZ = Generation Z
 ML = Millennial

SM = Senior Management
 MA = Management
 MM = Middle Management
 OP = Operational Positions

Average remuneration and average salary gap (\$)

SPAIN			
PROFESSIONAL CATEGORY	MEN	WOMEN	GAP
Managers	80,928	75,044	7.3%
Middle managers	52,592	45,137	14.2%
Operating positions	28,785	30,462	-5.8%

LATIN AMERICA			
PROFESSIONAL CATEGORY	MEN	WOMEN	GAP
Managers	66,132	60,175	9%
Middle managers	25,335	22,649	10.6%
Operating positions	11,573	8,234	28.9%

Senior management is an internal classification; in no case is it considered to have any type of legal obligation, in accordance with current labor legislation.

The remuneration policy includes the delivery of Stock Options in accordance with organizational criteria based on our internal classification into levels. As well as performance, which is considered above average, for the sake of an equitable and equal distribution for all the company's employees.

Ratio between standard entry level wage and local minimum wage (\$)

COUNTRY	MEN	WOMEN	LMW (MEN)	LMW (WOMEN)
Argentina	15,629	15,192	5.2	5.0
Chile	21,590	18,967	3.5	3.0
Colombia	5,089	4,761	1.5	1.4
Ecuador	16,238	24,710	3	4.6
Spain	28,785	30,462	2.3	2.4
Mexico	12,908	11,808	2.7	2.5
Peru	12,208	11,944	3.8	3.7
Uruguay	-	17,974	0	2.7

Staff turnover rate during the period

SPAIN			
GENERATION	MEN	WOMEN	TOTAL
Generation X	3.9%	2.0%	5.9%
Millennial	15.4%	9.6%	25%
Generation Z	3.8%	-	3.8%
Total	23.1%	11.6%	34.7%

LATIN AMERICA			
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Middle managers	9.6%	5.8%	15.4%
Operating positions	13.5%	5.8%	19.3%
Total	23.1%	11.6%	34.7%

LATIN AMERICA			
GENERATION	MEN	WOMEN	TOTAL
Generation X	1.9%	-	1.9%
Millennial	17.3%	17.3%	34.6%
Generation Z	5.8%	23.1%	28.9%
Total	25.0%	40.4%	65.4%

LATIN AMERICA			
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Managers	1.9%	1.9%	3.8%
Middle managers	9.6%	9.6%	19.2%
Operating positions	13.5%	28.9%	42.4%
Total	25.0%	40.4%	65.4%

Turnover: Employees who have voluntarily terminated their employment.

Number of layoffs⁸⁴

SPAIN			
GENERATION	MEN	WOMEN	TOTAL
Generation X	2	1	3
Generation Z	2	-	2
Millennial	8	5	13
Total	12	6	18

LATIN AMERICA			
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Middle managers	5	3	8
Operating positions	7	3	10
Total	12	6	18

LATIN AMERICA			
GENERATION	MEN	WOMEN	TOTAL
Generation X	1	-	1
Millennial	3	12	15
Generation Z	9	8	17
Total	13	20	33

LATIN AMERICA			
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Managers	1	-	1
Middle managers	5	5	10
Operating positions	7	15	22
Total	13	20	33

New hires

SPAIN			
GENERATION	MEN	WOMEN	TOTAL
Generation X	6	5	10
Generation Z	45	29	74
Millennial	74	43	117
Total	125	77	202
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Senior Management	1	-	1
Managers	6	6	12
Middle managers	61	32	93
Operating positions	57	39	96
Total	125	77	202
LATIN AMERICA			
GENERATION	MEN	WOMEN	TOTAL
Generation X	2	3	5
Generation Z	42	58	100
Millennial	75	63	138
Total	119	124	243
PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Managers	8	2	10
Middle managers	46	28	74
Operating positions	65	94	159
Total	119	124	243

Parental leave

SPAIN		
PARENTAL LEAVE	MEN	WOMEN
Fully enjoyed	29	6
Partially enjoyed	9	1
Total	38	7
LATIN AMERICA		
PARENTAL LEAVE	MEN	WOMEN
Fully enjoyed	8	14
Partially enjoyed	-	-
Total	8	14

Training and professional development

Total hours of training per year

SPAIN AND LATIN AMERICA		
PROFESSIONAL CATEGORY	SPAIN	LATIN AMERICA
Senior Management	346	105
Managers	1,635	694
Middle managers	2,863	2,688
Operating positions	3,032	3,896
Total	7,876	7,383

Average hours of training per employee per year

SPAIN			
PROFESSIONAL CATEGORY	LEVEL	MEN	WOMEN
Senior Management	8	-	-
Senior Management	7	22	-
Managers	6	22	-
Managers	5	13	22
Middle managers	4	11	15
Middle managers	3	8	4
Operating positions	2	7	4
Operating positions	1	4	6
LATIN AMERICA			
PROFESSIONAL CATEGORY	LEVEL	MEN	WOMEN
Senior Management	7	24	-
Managers	6	4	0.5
Managers	5	17	24
Middle managers	4	17	27
Middle managers	3	12	19
Operating positions	2	17	19
Operating positions	1	6	6

Health and safety

Occupational accidents and diseases

SPAIN	
CONTINGENCIES WITH SICK LEAVE	TOTAL
Workday accidents	0
Accident en route to work	0
Occupational disease	0
Number of common illnesses in men	36
Number of common illnesses in females	26
Workplace accident	0
Relapses due to accident	0

LATIN AMERICA	
CONTINGENCIES WITH SICK LEAVE	TOTAL
Occupational accidents and occupational diseases	2

Number and rate of absenteeism

SPAIN (Total hours: 10,416)	
CONTINGENCIES WITH SICK LEAVE	TOTAL
Absenteeism rate due to common contingencies	0.8%
Absenteeism rate due to common contingencies in the industry	2.3%
Absenteeism rate due to Occupational Accident + Occupational Disease	0.0%
Absenteeism rate due to Occupational Accidents + Occupational Diseases in the sector	0.1%
Covid absenteeism rate	0.1%
Absolute Covid absenteeism rate of the sector	0.2%
Absenteeism frequency rate	16.3%

4.3 Transparency in this report: what you see is what you get

If you've made it this far, we want to thank you and congratulate you; you already have the LPC (Premium and Constant Reader) badge endorsed by the Cabify team and we love to know that sustainability interests you as much as it does us. This Sustainability Report has been prepared with great care and without losing sight of national and international reporting standards that allow us to tell you, in a transparent way, about our contribution to the concept we have talked so much about in these pages: sustainable development.

Global Reporting Initiative (GRI) Guidelines

These represent global best practices for publicly reporting an organization's economic, environmental and social impacts. We ensured maximum transparency by using the GRI 2021 Standards⁸⁵ in its "essential" reporting option, and in determining the content and quality of this report we followed its principles:

- Accuracy
- Balance
- Clarity
- Reliability
- Comparability
- Completeness
- Punctuality
- Sustainability context

Legislation in force

We meet all the requirements in terms of reporting of non-financial information of Law 11/2018 of December 28.

United Nations Global Compact

We follow the guidelines of the Spanish Global Compact Network –which brings together all Spanish entities adhering to the Global Compact– of which we have been a member since 2018, and the 17 Sustainable Development Goals (SDGs) of the UN's 2030 Agenda. In 2022, we renewed our commitment to this initiative and its Ten Principles for another year, applying the Global Compact Principles and serving as a report for the Progress Report.

Accessible report

This document incorporates accessibility features that make it easier to read for people with disabilities.

External verification

Our Annual Report is externally audited by AENOR. This external verification of the information it contains contributes to transparency and reinforces its veracity.

Scope of this report

In Spain we report information relating to 2022 for the company Cabify España S.L.⁸⁶ and in Latin America the operation of the region as a consolidated market. This Report will form part of the management report filed with the Commercial Registry for Cabify España, S.L.

4.4 Contents of the Statement of Non-Financial Information

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
GENERAL INFORMATION		
Business environment	2-6 Activities, value chain and other business relationships	0.2 We are Cabify
Organization and structure	2-1 Organizational details	1.1.3 How we are organized: who's who 2.2.1.1.1 How are we organized?
	2-6 Activities, value chain and other business relationships	0.2 We are Cabify
	2-10 Appointment and selection of the highest governing body	At present, the criteria for appointing members of the Board of Directors is based on election by the shareholders holding preferred shares (including the different series) and common shares.
	2-11 Chairman of the highest governing body	0.1 CEO'S Letter
Operating markets	2-1 Organizational details	1.1.3 How we are organized: who's who 2.2.1.1.1 How are we organized?
Objectives and strategies	2-22 Sustainable business strategy statement	0.3.3 Sustainable Business Strategy 22–25: 3 pillars and 7 levers
Factors and trends	2-6 Activities, value chain and other business relationships	0.2 We are Cabify
Policies	2-23 Commitments and policies	2.1 Corporate culture based on integrity
	2-24 Incorporation of commitments and policies	2.2.1.2 Taking care of oneself to take care of others
Key non-financial indicators	2-22 Sustainable Development Strategy Statement	0.3.3 Sustainable Business Strategy 22–25: 3 pillars and 7 levers

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
Risks and impacts	2-12 Role of the highest governance body in overseeing the management of impacts	The Board of Directors is the highest ranking body within the company. Its members share a common criterion in decision-making, which is the pursuit of the best interest of the company and society, including environmental and social issues.
	2-13 Delegation of responsibility for impact management	0.1 CEO'S Letter 1.1.3 How we are organized: who's who 2.2.1.1.1 How are we organized?
	2-16 Communication of critical concerns	1.4.1 Our stakeholders
	2-18 Evaluation of the highest governing body's performance	The board currently meets between four and six times a year, so that its members share a common criterion in decision-making, which is the pursuit of the best interests of the company, including the performance of the various governing bodies.
	2-25 Processes for remediation of negative impacts	0.3.3 Sustainable Business Strategy 22–25: 3 pillars and 7 levers 1.2.2.2 Getting to know you, listening to you and guiding you 2.2.2.2.4 More proximity 3.1.2 Our climate commitment

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
	2-27 Compliance with laws and regulations	During 2022, there have been no fines for non-compliance with laws and regulations.
	201-2 Financial implications and other risks and opportunities of climate change	0.3.3 Sustainable Business Strategy 22–25: 3 pillars and 7 levers
	206-1 Legal actions related to unfair competition and monopolistic practices	There are different legal proceedings in progress, which will be reported once they are resolved.
	207-2 Fiscal governance, control and risk management	1.1.2.2 Economic value distributed
	416-2 Cases of non-compliance related to health and safety impacts of product and service categories 417-2 Non-compliance cases related to information and labeling of products and services 417-3 Cases of non-compliance related to marketing communications	The organization has not identified any non-compliance with regulations or voluntary codes.

*Information requested by Law 11/2018 of December 28.

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
Reporting framework	2-2 Entities included in the Sustainability Report	4.3 Transparency: what you see is what you get
	2-3 Reporting period	Year 2022.
	2-4 Updating information	There have been no important updates to the 2021 information.
	2-5 External verification	4.5 Verification report
	2-14 Role of the highest governance body in sustainability reporting	This Sustainability Report 2022 includes the information necessary to understand the risks, business model, policies, strategy, evolution, results, the Group's situation and the impact of its activity with respect to environmental and social issues, as well as those relating to personnel, respect for Human Rights and the fight against corruption and bribery, in accordance with the provisions of Law 11/2018 of December 28, 2018 on non-financial information and diversity.
Materiality principle	3-1 Process for determining material issues	0.3.2 Materiality: listen to learn, consult to realign
	3-2 List of material issues	
	3-3 Management of material issues	0.3.2 Materiality: listen to learn, consult to realign 0.3.3 Sustainable Business Strategy 22-25: 3 pillars and 7 levers

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
ENVIRONMENTAL ISSUES		
Management approach: description and results of policies related to these issues as well as the main risks	2-23 Commitments and policies 2-24 Incorporation of commitments and policies	3.1.2 Our climate commitment
DETAILED GENERAL INFORMATION		
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	201-2 Financial implications and other risks and opportunities of climate change	3.1.2 Our climate commitment
Environmental assessment or certification procedures	2-23 Commitments and policies	3.1.2 Our climate commitment
Resources dedicated to environmental risk prevention	2-24 Incorporation of commitments and policies	3.1.2 Our climate commitment
Application of the precautionary principle	2-23 Commitments and policies	3.1.2 Our climate commitment
Amount of provisions and guarantees for environmental risks	201-2 Financial implications and other risks and opportunities of climate change	There are no provisions for environmental risks.
POLLUTION		
Measures to prevent, reduce or remediate emissions that seriously affect the environment	2-23 Commitments and policies 2-24 Incorporation of commitments and policies	3.1.2 Our climate commitment

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT		
Waste prevention, recycling, reuse, other forms of recovery and disposal measures	301-3 Recovered packaging products and materials 306-1 Waste generation and significant waste-related impacts 306-2 Management of significant impacts related to waste	Not material according to Cabify's 2021 Materiality Analysis. We manage all the waste that we cannot avoid generating in the best possible way. In our offices we have containers to separate the waste we generate into organic, paper and plastic. We then deliver them for measurement and subsequent recycling. This also includes computer materials, whenever possible we recycle and/or reuse computers and monitors. Merchandising donations have been made to NGOs as well as donations of old laptops to public schools in the province of Madrid.
	306-4 Waste not for disposal 306-5 Waste for disposal	Not material according to Cabify's 2021 Materiality Analysis.
Actions to combat food waste	306-2 Management of significant impacts related to waste	Not material according to Cabify's 2021 Materiality Analysis.
Measures taken to improve energy efficiency	302-4 Reduction of energy consumption 302-5 Reduction of energy requirements for products and services	3.1.2 Our climate commitment
Use of renewable energies	302-1 Energy consumption within the organization	3.1.2 Our climate commitment

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
SUSTAINABLE USE OF RESOURCES		
Water consumption and water supply according to local constraints	303-1 Interaction with water as a shared resource 303-2 Management of impacts related to the discharge of water 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	Not material according to Cabify's 2021 Materiality Analysis.
Consumption of raw materials and measures taken to improve the efficiency of their use	301-1 Materials used by weight or volume 301-2 Recycled inputs used	Not material according to Cabify's 2021 Materiality Analysis.
Direct and indirect consumption of energy	302-1 Energy consumption within the organization 302-2 Energy consumption outside the organization 302-3 Energy intensity	3.1.2 Our climate commitment
Measures taken to improve energy efficiency	302-4 Reduction of energy consumption 302-5 Reduction of energy requirements for products and services	3.1.2 Our climate commitment
Use of renewable energies	302-1 Energy consumption within the organization	3.1.2 Our climate commitment

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
CLIMATE CHANGE		
Elements of generated greenhouse gas emissions	<p>305-1 Direct GHG emissions (Scope 1)</p> <p>305-2 Indirect GHG emissions associated with energy (Scope 2)</p> <p>305-3 Other indirect GHG emissions (Scope 3)</p> <p>305-4 Intensity of GHG emissions</p> <p>305-5 Reduction of GHG emissions</p> <p>305-6 Emissions of Ozone Depleting Substances (ODS)</p>	<p>3.1.2 Our climate commitment</p>
	<p>305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions</p>	Not applicable.
Measures taken to adapt to the consequences of climate change	201-2 Financial implications and other risks and opportunities of climate change	3.1.2 Our climate commitment
Reduction targets established in the medium and long term to reduce greenhouse gas emissions	305-5 Reduction of GHG emissions	3.1.2 Our climate commitment
Means implemented to reduce greenhouse gas emissions	2-24 Incorporation of commitments and policies	3.1.2 Our climate commitment

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
BIODIVERSITY PROTECTION		
Measures to preserve or restore biodiversity	2-24 Incorporation of commitments and policies	Not material according to Cabify's 2021 Materiality Analysis.
Impacts caused by activities or operations in protected areas	<p>304-1 Operational sites owned, leased, or managed located within or adjacent to protected areas or areas of high biodiversity value outside of protected areas</p> <p>304-2 Significant impacts of activities, products and services on biodiversity</p> <p>304-3 Protected or restored habitats</p> <p>304-4 Species on the IUCN red list and on national conservation lists whose habitats are in areas affected by the operations</p>	Not material according to Cabify's 2021 Materiality Analysis.

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
SOCIAL AND PERSONNEL ISSUES		
Management approach: description and results of policies related to these issues as well as the main risks	<p>2-23 Commitments and policies</p> <p>2-24 Incorporation of commitments and policies</p>	2.2 1 Our team
EMPLOYMENT		
Number of employees by gender, age, country and professional classification	2-7 Employees	4.2 Our gearing, under a magnifying glass
	2-8 Non-employee workers	We have not detected a significant number of workers who are not employees.
	2-9 Governance structure and composition	1.1.3 How we are organized: who's who
	202-2 Proportion of senior management hired from local community	2.2.1.1 Our driving force and gearing: structure, facts and figures
	405-1 Diversity of governing body and employees	4.2 Our gearing, under a magnifying glass
Total number and distribution of employment contract modalities	2-7 Employees	4.2 Our gearing, under a magnifying glass
Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification	2-7 Employees	4.2 Our gearing, under a magnifying glass

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
Number of dismissals by gender, age and professional classification	401-1 Hiring of new employees and employee turnover	4.2 Our gearing, under a magnifying glass
Average salaries and their evolution broken down by sex, age and professional classification	405-2 Ratio of basic salary and remuneration of women to men	4.2 Our gearing, under a magnifying glass
Wage gap	<p>2-21 Total annual compensation ratio</p> <p>405-2 Ratio of basic salary and remuneration of women to men</p>	4.2 Our gearing, under a magnifying glass
Remuneration for equal or average jobs in the company	202-1 Ratio of standard entry level salary by gender to local minimum wage	4.2 Our gearing, under a magnifying glass
Average compensation of directors and executives broken down by gender	2-19 Compensation policies	Information regarding the remuneration of the directors is included in the corresponding Annual Accounts for the year. 4.2.4 Average remuneration and average wage gap (\$) 2.2.1.2.3 Training and professional development
	2-20 Process for determining remuneration	2.2.1.2.3 Training and professional development
Implementation of work disconnection policies	<p>2-23 Commitments and policies</p> <p>2-24 Incorporation of commitments and policies</p>	2.2.1.2.1 Flexibility
Employees with disabilities	405-1 Diversity of governing body and employees	1.2.1.2 Barrier-free cities

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
WORK ORGANIZATION		
Organization of work time	2-23 Commitments and policies 2-24 Incorporation of commitments and policies 401-2 Benefits for full-time employees that are not provided to part-time or temporary employees	2.2.1 Our team Cabify makes no distinction in benefits based on whether the employee works full-time or part-time.
Number of hours of absenteeism	403-6 Workers' health promotion	2.2.1 Our team
Measures aimed at facilitating work-life balance	401-3 Parental leave	2.2.1 Our team
Occupational accidents, in particular their frequency and severity disaggregated by gender	403-9 Work-related injuries	2.2.1.2.5 Health and safety
Occupational diseases; disaggregated by gender	403-10 Occupational diseases and illnesses	2.2.1.2.5 Health and safety
SOCIAL RELATIONS		
Organization of social dialogue	402-1 Minimum notice periods for operational changes	2.2.1.1.1 How are we organized?
Percentage of employees covered by collective bargaining agreements by country	2-30 Collective bargaining agreements	2.2.1.1.1 How are we organized?
Balance of collective bargaining agreements	2-30 Collective bargaining agreements	2.2.1.1.1 How are we organized?

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
TRAINING		
Policies implemented in the field of training	2-23 Commitments and policies 2-17 Collective knowledge of the highest governing body	2.2.1.2.3 Training and professional development
Total number of training hours per professional category	404-1 Average hours of training per year per employee	2.2.1.2.3 Training and professional development
EQUALITY		
Measures taken to promote equal treatment and opportunities for women and men	2-24 Incorporation of commitments and policies	2.2.1.2.4 Diversity and Inclusion
Measures taken to promote employment	404-2 Programs to develop employees' skills and programs to assist in transition 404-3 Percentage of employees receiving regular performance and career development reviews	2.2.1.2.3 Training and professional development 80% of Cabify's team has received an evaluation during 2022. The remaining cases are due to new additions that will be included in the evaluation cycle during 2023.
Protocols against sexual and gender-based harassment	2-24 Incorporation of commitments and policies	2.2.1.2.4 Diversity and Inclusion
Policy against all types of discrimination	2-23 Commitments and policies	2.2.1.2.4 Diversity and Inclusion

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
RESPECT FOR HUMAN RIGHTS		
Management approach: description and results of policies related to these issues as well as the main risks	2-23 Commitments and policies 2-24 Incorporation of commitments and policies	2.1 Corporate culture based on integrity
Implementation of human rights due diligence procedures and prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	2-26 Mechanisms for seeking advice and raising concerns 410-1 Security staff trained in human rights policies or procedures 413-1 Operations with local community involvement programs, impact and development assessments	2.1 Corporate culture based on integrity Security personnel at Cabify's facilities is an outsourced service, so such training corresponds to the contracted company. 2.1 Corporate culture based on integrity
Complaints of human rights violations	411-1 Cases of violations of indigenous peoples' rights 413-2 Operations with significant negative impacts –actual or potential– on local communities	2.1.1 Corporate culture and ethical standards
Promotion and enforcement of the provisions of the fundamental conventions of the International Labor Organization related to respect for freedom of association and the right to collective bargaining	2-24 Incorporation of commitments and policies 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.2.1.1.1 How are we organized? 2.2.1.1.1 How are we organized?

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
Elimination of discrimination in employment and occupation	2-24 Incorporation of commitments and policies 406-1 Cases of discrimination and corrective actions taken	2.1.1 Corporate culture and ethical standards 2.2.1.2.4 Diversity and Inclusion 2.1.1 Corporate culture and ethical standards
Elimination of forced or compulsory labor	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labor	2.1 Corporate culture based on integrity
Effective abolition of child labor	408-1 Operations and suppliers with significant risk of child labor cases	2.1 Corporate culture based on integrity
FIGHT AGAINST CORRUPTION AND BRIBERY		
Management approach: description and results of policies related to these issues as well as the main risks	2-23 Commitments and policies 2-24 Incorporation of commitments and policies	2.1.2 Fight against fraud and corruption
Measures taken to prevent corruption, bribery and money laundering	2-15 Conflicts of interest 2-26 Mechanisms for seeking advice and raising concerns 205-1 Operations assessed for corruption-related risks 205-2 Communication and training on anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	2.1.2 Fight against fraud and corruption
Contributions to foundations and nonprofit organizations	203-1 Infrastructure investments and services supported	1.2.1.3 Cities to build community

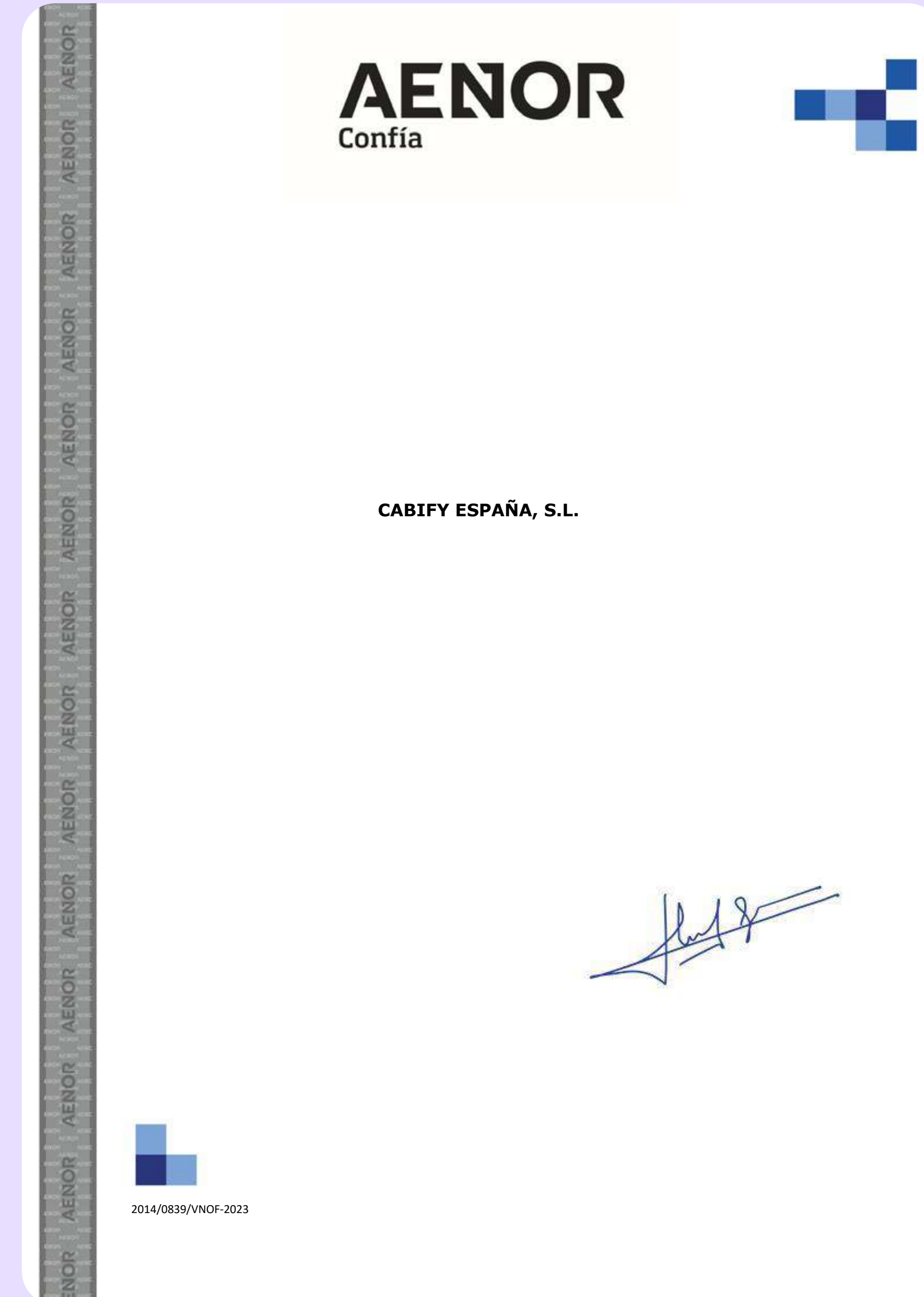
INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
INFORMATION ABOUT THE COMPANY		
Management approach: description and results of policies related to these issues as well as the main risks	2-23 Commitments and policies	2.1.1 Corporate culture and ethical standards
	2-24 Incorporation of commitments and policies	1.2.1.3 Cities to build community
	207-1 Fiscal approach 207-2 Fiscal governance, control and risk management	1.1.2.2 Economic value distributed
	207-3 Stakeholder engagement and management of stakeholder concerns on tax issues	1.1.2.2 Economic value distributed 1.4.1 Our stakeholders Cabify maintains continuous contact with its various stakeholders on tax matters. To this end, there are various flexible communication channels that allow us to consider and address the concerns of the different stakeholders in tax matters. For example, a monthly report is prepared for investors in which all relevant financial information from the previous month is communicated to them. As a result of these communications, investors may raise any issues they consider relevant, including those related to tax matters. There are also monthly meetings where employees can raise their concerns, including those related to tax matters.

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
COMPANY COMMITMENTS TO SUSTAINABLE DEVELOPMENT		
Impact of the company's activities on employment and local development	201-1 Direct economic value generated and distributed	1.2.1.3 Cities to build community
	201-3 Defined benefit plan and other pension plan obligations	Cabify analyzes the regulatory context in each of the countries in which it operates to adapt to the corresponding requirements.
	202-1 Ratios of standard entry level wage by gender to local minimum wage	4.2 Our gearing, under a magnifying glass
Impact of the company's activities on local populations and on the territory	203-1 Infrastructure investments and supported services	1.2.1.3 Cities to build community
	201-1 Direct economic value generated and distributed 203-2 Significant indirect economic impacts	1.2.1.3 Cities to build community
Relationships maintained with local community stakeholders and the methods of dialogue with them	2-29 Approach to Stakeholder Engagement	1.2.1.3 Cities to build community
Partnership or sponsorship actions	2-28 Association memberships	1.4.1.1 Joining forces
	415-1 Contribution to parties and/or political representatives	Not applicable.

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
SUBCONTRACTING AND SUPPLIERS		
Inclusion of social, gender equality and environmental issues in the procurement policy	2-23 Commitments and policies	Cabify does not currently have a purchasing policy for social, gender equality and environmental issues. However, it is within its plan to move forward during 2023.
	204-1 Proportion of spending on local suppliers	The largest proportion of spending is with local suppliers.
Consideration of the social and environmental responsibility of suppliers and subcontractors	308-1 New suppliers that have passed selection filters according to environmental criteria	Cabify does not currently have a purchasing policy for social, gender equality and environmental issues. However, it is within its plan to move forward during 2023.
	308-2 Negative environmental impacts on supply chain and actions taken	Cabify has not detected any significant negative impact in these areas in its supply chain in 2022.
Monitoring and auditing systems and audit results	414-1 New suppliers that have passed selection filters according to social criteria	Cabify does not currently have a purchasing policy for social, gender equality and environmental issues. However, it is within its plan to move forward during 2023.
	414-2 Negative impacts on the supply chain and actions taken	Cabify has not detected any significant negative impact in these areas in its supply chain in 2022.

INFORMATION REQUESTED *	GRI REPORTING CRITERIA	REFERENCE 2022
CONSUMERS		
Measures for the health and safety of consumers	416-1 Assessment of the health and safety impacts of product and service categories	1.2.1.1 Safe cities
	417-1 Product and service information and labeling requirements	
Complaint systems, complaints received and their resolution	418-1 Substantiated complaints regarding violations of customer privacy and loss of customer data	1.2.2.2.3 We are available 24/7
	TAX INFORMATION	
Benefits obtained on a country-by-country basis	207-4 Country-by-country reporting	1.1.2.1 Economic value generated
Taxes on profits paid	207-4 Country-by-country reporting	1.1.2.2 Economic value distributed
Public subsidies received	201-4 Financial assistance received from the Government	1.3.1.1 Innovation + talent = evolution

4.5 Verification report



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