

CODE OF ETHICS AND CONDUCT

What is it and who does it apply to?

This Code is mandatory for anyone that has any kind of professional relationship with Cabify. By complying with the Code, Cabify expects its employees to demonstrate integrity and professionalism at all times and to contribute to the good atmosphere and commitment to Cabify, denouncing any behaviour that may damage its image and / or reputation.

All behaviour and behaviour guidelines concerning professionals that have a relationship with Cabify must be consistent with Cabify's business values: We Care, Be Fair, Aim for Excellence & Enjoy the Ride.

In short, it establishes the rules that must govern behaviour and performance among employees and their relations with third parties. In addition, it promotes a work environment based on an atmosphere of trust and mutual commitment.

This commitment entails keeping in mind a series of guidelines that Cabify commits to:

- Consolidate a **culture of respect** for others and an open behaviour towards diversity in relation to the company's stakeholders.
- Guarantee the **right to effective equality of opportunity and treatment** of all employees, which will allow them, without exception, to grow personally and professionally.
- Avoid any type of **employment discrimination** in the areas of access to employment, promotion, professional classification, training, compensation, work-life balance and other working conditions.
- Contribute to maintaining a **work environment free of harassment** and any other behaviour that is violent or offensive to the rights and dignity of others, and ensure that the appropriate procedures to deal with the problem and correct it are at work in any given case.
- Achieve an optimal level of **security at work**, and an environment that allows Cabify professionals to perform their tasks in optimum physical, mental and social conditions.

- Safeguard the staff and facilities' security with the aid of equipment, devices, systems and safety procedures.
- Promote working environments that foster **personal development**, helping employees to **balance** work commitments with personal needs and family responsibilities in the best way possible.
- Offer employees the opportunity to funnel and develop their most caring side through **Corporate Volunteering**.

Relations between employees:

- Be aware that respect for others is a given for any activity within Cabify and that it is always required, under any circumstances and in any event.
- Ensure our professional relations are based on respect for the dignity of others, collaboration, equity and communication, to guarantee a good workplace environment.
- Ensure that our activities and decisions are oriented towards Cabify and its customers' best interests and that they are not inspired by personal considerations or interests.
- We must avoid, identify and report any instance of conflict of interest, both potential or real, without putting our personal interests before those of Cabify, including those derived from kinship or other similar relations.
- We must comply with the policies, procedures and control mechanisms that Cabify provides to ensure and comply with international commitments acquired and good practices.

Relations with third parties:

- Ensure that our behaviour does not adversely affect the image and reputation of Cabify.

- Refrain from using the image, name or brand of Cabify to set up Internet accounts or to register in forums or networks outside Cabify's channels. The subscription, membership, participation or collaboration in social networks, forums or blogs and the opinions or statements we share in them will always be made so that our personal identity is clear.
- Refrain from accepting or offering gifts, courtesies and, in general, any kind of compensation deemed considerable in value, which may compromise objectivity or influence any decision-making process we engage in. (Promotional objects of symbolic value are excluded from this norm, provided that their value is less than 50 euros or the local equivalent and will be made available to all employees in draws).
- Have as our priority to achieve excellence in the quality of our service and in internal and external customer service.
- Place the company's and clients' interests before our own.
- In the processes of selection and contracting of suppliers for the acquisition of goods and services, we will ensure there is a variety of bids and that our values and commitment to social responsibility will be taken into account in the decision-making process.
- No employee shall accept or give bribes, nor offer benefits to third parties at the service of any organization (public or private) to gain advantage or do business, whatever its nature.
- Refrain from sharing, at our own initiative or at the request of third parties, any information or news about Cabify or about third parties to the media, instead referring to the Marketing Department.
- Keep in mind our commitment to the preservation of our environment, adopting appropriate procedures to reduce the environmental impact of our activities. In addition, we will contribute to establish best practices and promote the proper training to our employees to this purpose.

Compliance with the Code and Communication

Both the principles and the actions stated in this document are mandatory.

To ensure the application of the Code, and to supervise and control its compliance, an Ethics Committee will be created. The Ethics Committee will fulfil the following functions:

- To analyse and solve the queries sent through the Whistleblower Channel, created for this purpose, advising on the best way to handle them.
- To ensure compliance with the Code and to adapt it to the changes Cabify may undergo and to the company's interests.
- To communicate and make public its content to the employees and to our main stakeholders.

Any employee who has any doubts about the application of the Code, or that may observe any situation that could be regarded as a breach or violation of any of the principles and/or of the ethics and conduct norms laid down in this document, must refer the case to the Ethics Committee, which will act in the scope of its advisory functions, managing the complaints that may arise.

Cabify guarantees that there will be no negative consequences for having reported a breach of the Code of Ethics and Conduct, or for having engaged in any investigation process.

Ethics Reporting Channel:

This channel guarantees confidentiality, as it is managed by an external firm with a long and extensive expertise in the field. It will handle complaints, doubts or suggestions to the Ethics and Conduct Committee, a body that will ensure the proper and confidential functioning of the channel.

As Annexes to the Code, the following Corporate Policies must be considered and their compliance is mandatory:

- Anti-corruption and Fraud Policy
- Use of Corporate Accounts