

Cabka N.V. Environmental Policy

I. Foreword

The Cabka N.V., listed at Euronext Amsterdam since March 1, 2022, with its subsidiaries in Western Europe and North America (together "**CABKA**"), is in the business of recycling plastics from post-consumer and post-industrial waste, transforming them into innovative reusable transport packaging, like pallets- and large container solutions, thereby enhancing sustainability of the logistics chain. CABKA is well known for its high-quality innovations, sustainable products and production processes, and for its diversity and for its pioneering and inventive spirit.

We are living in a finite planet, we have finite resources, responsible use of raw materials is more than ever on the agenda. Old plastic products are not trash – they are an opportunity to create something new. We did not wait for plastic pollution to make the headlines to dedicate ourselves to recycling plastic waste. We have been creating product solutions from recycled plastic for more than 35 years. We have taken a pioneering role in the circular economy, being among the first companies in the industry to reengage plastic waste products into new products. We have proved that profitability and sustainability can fit together: we recycle, create new products, and then recycle them again after they wear out. In this way, we retain the highest utility and value of products, close the plastic loop, reduce waste, conserve natural resources, cut greenhouse gas emissions and limit the plastic waste pouring into our environment. CABKA has developed this Environmental Policy (hereinafter "**Policy**") to manifest the standards that we see as the base of our daily business.

This Policy applies to CABKA (including its divisions, operations, subsidiaries, or greater than 50% owned joint ventures), CABKA's directors, statutory auditors, managers and employees.

CABKA is committed to the continuous and cooperative development of this Policy and will regularly review this Policy on an annual basis to ensure it remains up to date.

II. Our Aim: Respect the Environment

We are recycling enthusiasts, but in a responsible way. As a circular economy leader, we are committed to sustainable development and environmental stewardship. We are committed to making continuous improvements in our environmental performance and our environmental management systems exercising due diligence. We comply with applicable environmental legislation and regulations, international standards (e.g., ISO 14001) applying more stringent criteria than those required by law when we believe this to be appropriate.

III. Our Commitments

Environmental compliance and preservation are a commitment shared by all employees at all levels of the organization. This Policy commits us to:

- utilize policies, procedures and standards to ensure proper management of our environmental aspects and impacts to monitor, reduce and prevent environmental pollution.
- address our materiality assessment periodically, including current and future environmental issues.
- embrace continual improvement and when more environmentally sound approaches are identified, we will move promptly to adopt these practices in a responsible manner whenever possible.
- audit our compliance with legislation and investigate all environmental incidents in order to prevent recurrence.
- ensure our employees receive necessary and required training regarding material environmental issues and the environmental effects of our activities.
- communicate our environmental commitment to our employees, customers, suppliers, communities, public authorities, industry partners and other interested stakeholders.

We follow a life-cycle approach to mitigate environmental risks and to seize environmental opportunities. We are making our products, operations, and sites continuously more environmentally friendly. In particular, being environmentally friendly means:

- improving energy efficiency and minimizing our energy consumption and greenhouse gas emissions.
- favoring and initiating the use of energy made from renewable sources.
- optimizing water use and preserving water quality in our operations.
- preventing air emissions.
- using resources efficiently and minimizing waste generation using the waste management hierarchy.
- supporting the use of sustainable, renewable natural resources in an efficient manner.

- fostering the responsible management of chemicals along the product chain.

IV. Our ambitions and targets

CABKA's environmental ambitions and targets are set around our material topics such as circular economy, climate change and energy.

CABKA's ambitions on core environmental topics:

- Lead the circular economy transition by continuously raising the bar around material use, manufacturing and ecosystem relations and move towards 100% recycled product input.
- Support the Paris Agreement by setting a near term Science Based Target and moving towards Net Zero for the entire value chain by 2050.
- Take responsibility for our environmental impacts beyond our direct operations through supplier environmental assessments.

Our key targets are:

- Circularity: Maintain a share of recycled content above 80% in our products.
- Energy: Increase the share of renewable energy in total energy intake to 50% in 2025.
- Climate: 100% renewable energy and carbon-neutral operations in 2030.

All CABKA employees are responsible for complying with this Policy. The CABKA Management Board has approved this Policy on September 11, 2023. The Management Board is responsible for ensuring adherence to these commitments.

Berlin, September 11, 2023

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