



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, for its diversity, and for its pioneering and inventive spirit.

Living on a finite planet with finite resources, we recognize the critical importance of responsible resource use. At Cabka, we view discarded plastic products not as waste, but as a valuable resource that can be transformed into new, innovative solutions. For over 30 years, Cabka has been at the forefront of circularity, pioneering efforts to recycle plastic waste and reintroduce recycled plastics into the production cycle.

By integrating recycled plastics into our products, we have demonstrated that profitability and sustainability can coexist. Our approach ensures that products are not only created from recycled materials but are also reusable and recyclable at the end of their life, enabling us to maximize product utility, reduce waste and conserve natural resources, lower greenhouse gas emissions, and limit the impact of plastic waste on the environment. Cabka has developed this Environmental Policy (hereinafter "**Policy**") to manifest the environmental 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 review this Policy on an annual basis to ensure it reflects evolving best practice and legal requirements.

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, regulations, and 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 present and future environmental risks, opportunities, and impacts, both in our own operations and in our value chain.
- Dedicate ourselves to continuous improvement and to responsibly implement more environmentally sound practices as soon as they are identified.
- 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 and engage on environmental topics with our employees, investors, customers, suppliers, communities, public authorities, industry partners and other interested stakeholders.
- Conduct our engagement activities in line with the global environmental treaty goals of the United Nations Sustainability Development Goals and the Paris Agreement.

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 pollution of air, soil, and water.
- 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 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 environmental impacts beyond our direct operations through engagement with our suppliers on their environmental performance.

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 October 01, 2025. The Management Board is responsible for ensuring adherence to these commitments.

Amsterdam, October 01, 2025



Alexander Masharov

CEO

Cabka N.V.