

Sustainability Policy

CABONLINE GROUP HOLDING AB (PUBL)

Document information		
Document type	Policy	
Adopted by / date	Board of Directors	2025-08-21
Version	1.0	
Document owner	CEO	
Author	Head of Sustainability	
Next review	June 2026	
Confidentiality	Open internally / Open externally	

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1. Introduction

Cabonline Group Holding AB (referred to as “Cabonline” in this document) plays a crucial role in society. In collaboration with our affiliated transporters, we ensure that people reach their destinations safely and in an environmentally friendly manner while creating numerous job opportunities. We are committed to continuously evolving our operations in line with global development.

Our operations extend beyond our directly employed staff and resources to include a network of independent transporters with their taxis and drivers. This extends our impact far beyond our immediate control. Considering our responsibility and influence, it’s a significant challenge and a tremendous opportunity.

As a leading taxi company in the Nordics, we are an integral part of the Nordic infrastructure. Our size brings a responsibility within our industry for sustainable community development. Therefore, we aim to lead by example and be proactive in areas where we can make a difference. We achieve this by working systematically and integrating sustainability into our daily operations.

2. Roles and Responsibilities

This policy has board-level oversight. The strategic ownership of the policy and its content lies with the Group CEO, who has the overall responsibility to oversee the implementation of this policy in the group.

Each management team member is responsible for implementing this policy in their respective parts of the organisation. Work within the organisation is conducted according to this policy and applicable laws and regulations.

Cabonline Group Holding AB’s Board shall approve any exemptions from this policy of Directors.

3. Our sustainability commitments

3.1 Environmental Sustainability

Cabonline's most significant environmental impact comes from the emissions of our transporters' vehicles. We are committed to reducing these in line with the Paris Agreement's 1.5-degree scenario and are converting to 100% fossil-free fuel. Cabonline has emission targets approved by the Science Based Target initiative, which measures our emissions closely and makes active choices to reduce our negative footprint. Shifting to electric vehicles is the most significant contributor to lowering emissions in our value chain.

3.2 Social Sustainability

Cabonline facilitates daily life by providing safe, accessible, and sustainable mobility services. Transportation can be challenging for the elderly, ill, and young, but the needs are substantial. Due to the scale of operations in the Nordic market, Cabonline offers mobility for those in need, regardless of whether they reside in rural or more densely populated areas.

Cabonline wants to contribute to a prosperous society and provide safe and accessible mobility for all. As a large indirect employer of people with a variety of backgrounds and experiences, inclusion and diversity are at the heart of our business.

3.3 Sustainable Governance

Cabonline is committed to creating a long-term sustainable business with high customer satisfaction. We provide our services with the highest standards regarding ethical and professional behaviour and put the same high demands on all partners in our value chain.

For Cabonline, it is of utmost importance to act as a role model and set the standard in the industry regarding professionalism, ethics, and morals. This includes being a responsible taxpayer with proper VAT and tax reporting management and promoting a market with fair competition. Cabonline also facilitates the establishment of small businesses in the countries it operates in.

4. Our material impacts

Cabonline have conducted a Double Materiality Analysis according to the CSRD regulatory framework, where both the impact the company has on our surrounding environment and people as well as the financial risks and opportunities, we face due to sustainability related matters. Our material impacts are found under the topics listed below, together with our overarching objectives within each area.

Material topics	Objectives
Climate change adaptation	Enhance resilience to the impacts of climate change across our operations and supply chain.
Climate change mitigation	Achieve significant reductions in greenhouse gas (GHG) emissions through our network.
Energy	Enhance energy efficiency and utilization of sustainable energy sources.
Pollution of air	Minimize air pollution from vehicles within our fleet.
Pollution of soil	Prevent operational impacts on soil health from our business activities.
Working conditions in own workforce	Guarantee excellent working conditions for all employees.
Equal treatment and opportunities for all own workers	Promote diversity and ensure equal opportunities for all employees.

Working conditions on value chain workers	Uphold the rights and improve the working conditions of all workers in our value chain.
Equal treatment and opportunities for all value chain workers	Promote diversity and ensure equal opportunities for all employees in the value chain.
Personal safety for consumers and end-users	Ensure the personal safety and well-being of all consumers and end-users.
Social inclusion of customers and end-users	Enhance accessibility and inclusivity for all our customers
Corporate culture	Cultivate a culture of integrity, accountability, and continuous improvement.
Management of relationships with suppliers including payment practises	Manage supplier relationships ethically and responsibly.
Corruption and bribery	Maintain the highest standards of honesty and integrity in all our dealings.

5. Guiding documents and regulatory framework

Cabonline follows all prevailing laws and regulations affecting our organisation. Cabonline is committed to always respecting and operating by universal human rights as defined in the principles of the United Nations Universal Declaration of Human Rights. We are also committed to using the UN Guiding Business and Human Rights Principles. Furthermore, we undertake to respect the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including freedom of association, specifically, the right of all employees to organise, be members of a trade union of their choice and engage in collective bargaining.

The group has further implemented its own Code of Conduct to ensure business is conducted fairly and sustainably. Other policies, such as the Policy for Diversity and Inclusion, the Quality Policy, and the Supplier Code of Conduct—together with other steering documents—set the backbone of how we want to ensure sound, sustainable, and professional business.

6. Update and approval

Cabonline Group Holding AB's Board of Directors shall review and adopt this policy annually or, if deemed necessary, whenever there is a need or requirement to do so.

7. Breaches and deviations

Internal reviews are performed at regular intervals. Cabonline's whistleblower system exists for reporting on suspected breaches. If activities violate the policy, action shall be taken to rectify the situation. Any identified deviation from this policy shall be reported to Cabonline Group Holding AB's CEO, who shall, without delay, inform the Board of Directors if the deviation is deemed significant.