

DECLARATION AGAINST CHILD LABOR

FORTEM CAPITAL HOLDINGS, S.A.P.I. DE C.V., FORTEM CAPITAL I, S.C., FORTEM CAPITAL II, S.C., FORTEM CAPITAL III, S.C. ("FORTEM CAPITAL" o "FORTEM")

INTRODUCTION

At Fortem Capital, we are fully committed to respecting human rights and promoting responsible labor practices. In this regard, child labor is strictly prohibited in all our operations, investments, and business relationships.

We do not hire or employ people under the age of 18 under any circumstances, either directly or indirectly. We also require our suppliers, contractors, business partners, and investee companies to comply with this same principle, incorporating it as part of our selection, evaluation, and monitoring criteria.

We recognize the right of children and adolescents to education, comprehensive development, and decent living conditions. Therefore, we promote work environments and value chains free from child exploitation.

THIS DECLARATION ALIGNS WITH:

- The UN Guiding Principles on Business and Human Rights
- The fundamental conventions of the International Labor Organization (ILO)
- The Sustainable Development Goals (SDGs), particularly SDG 8 - Decent Work and Economic Growth, target 8.7, which seeks to eradicate child labor in all its forms.

Fortem Capital will continue to strengthen its ESG due diligence mechanisms to prevent, identify, and mitigate any risks related to child labor within its sphere of influence.