

NON-DISCRIMINATION STATEMENT

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")

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REACH

This Non-Discrimination Statement applies to all individuals who collaborate with Fortem Capital, including executives, employees, advisors, consultants, suppliers, business partners, and any third party acting on behalf of the organization or interacting with it during its activities.

Fortem Capital expects all these individuals to act in accordance with the principles set forth in this statement, promoting a professional environment based on respect, integrity, and equal opportunity.

PRINCIPLES

At Fortem Capital, we recognize that respect for human dignity is a fundamental principle for building strong, responsible, and sustainable organizations. Our actions are guided by the institutional values of transparency, integrity, teamwork, responsibility, and commitment to sustainability, as well as by the principles established in our Code of Ethics and Responsible Investment Policy.

In line with these principles, Fortem Capital maintains a zero-tolerance policy toward any form of discrimination, harassment, or unequal treatment, both within the organization and in our professional relationships.

Fortem Capital promotes a work environment in which all individuals are valued for their talent, skills, experience, and professional contribution, regardless of their:

- race or ethnic origin
- gender or gender identity
- sexual orientation
- nationality or language
- religion or beliefs
- age
- disability
- marital status
- social or economic status
- pregnancy
- genetic information
- any other characteristic protected by applicable law.

This principle applies to all professional processes and relationships, including talent selection, professional development, assignment of responsibilities, and day-to-day interactions between employees, business partners, and other stakeholders.

WORK ENVIRONMENT

Fortem Capital promotes a work environment based on mutual respect, equal opportunities, and professionalism. All individuals who collaborate with the organization must conduct themselves with integrity and avoid any discriminatory, intimidating, or abusive behavior.

Any form of harassment, bullying, or inappropriate behavior, whether verbal, psychological, sexual, or of any other nature, is incompatible with our institutional values and will not be tolerated.

DIVERSITY AND INCLUSION

We recognize that diversity of perspectives, experiences, and backgrounds strengthens decision-making and contributes to building more resilient and responsible organizations. For this reason, Fortem Capital promotes an organizational culture that favors inclusion, respect, and equal opportunities.

This commitment is consistent with international best practices in sustainability and corporate governance, including the Principles for Responsible Investment (PRI), which promote the integration of environmental, social, and governance factors into investment decision-making; the Institutional Limited Partners Association (ILPA) best practice guidelines, which promote professional and ethical work environments within the private equity industry; the corporate responsibility standards promoted by B Lab, associated with B Corp certifications; and the United Nations Sustainable Development Goals, particularly those related to gender equality (SDG 5), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10).

ANTI-RETALIATION PROTECTION

Fortem Capital prohibits any form of retaliation against individuals who, in good faith, report conduct contrary to this statement or participate in internal investigation processes.

The organization is committed to handling any report seriously, confidentially, and in accordance with principles of integrity and due process, ensuring respectful treatment for all parties involved.

REPORTING MECHANISMS

In line with our commitment to integrity and transparency, Fortem Capital has confidential reporting channels for reporting possible breaches of the Code of Ethics, including cases of discrimination, harassment, or conduct contrary to institutional values.

Individuals who wish to report a situation related to discrimination, harassment, or other conduct contrary to this policy may do so through Fortem Capital's reporting line, available by email at lineadenuncia@fortemcapital.com.mx or by phone at 55 55 40 40 40, extension 148.

All reports will be handled in accordance with applicable internal procedures, ensuring the confidentiality of the information and the protection of individuals who make reports in good faith.