

April 27, 2026

Gender, Diversity, and Inclusion Policy

*We value human development as part of
our training efforts*

CAPSUS

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1 Why create a gender, diversity, and inclusion policy?

CAPSUS seeks to guarantee respect for Human Rights and base every action on the construction of a fair and inclusive business environment. By strengthening each member's role, we promote their visibility and personal and professional growth.

2 Three pillars to safeguard human dignity

CAPSUS centers its actions on 3 pillars that demonstrate its openness to social plurality.

2.1 No to harassment, violence, or discrimination

Zero tolerance for discrimination and violence in any form.

2.2 Gender equity

Empowerment and gender balance in decision-making.

2.3 Sexual diversity and inclusion

Prejudice-free visibility and respect for individual identity.

3 Metrics

At CAPSUS, we believe that what cannot be measured cannot be improved. Metrics are fundamental to providing continuity and strengthening our inclusion policy. In the last period, we have set the following goals:

1. The entire CAPSUS team has participated in at least two awareness and communication workshops.
2. Everyone on our team has been invited to participate in a formal anonymous feedback process to detect incidents.
3. Training opportunities are distributed equitably, avoiding gender bias.

Figure 1: Women in coordinating positions

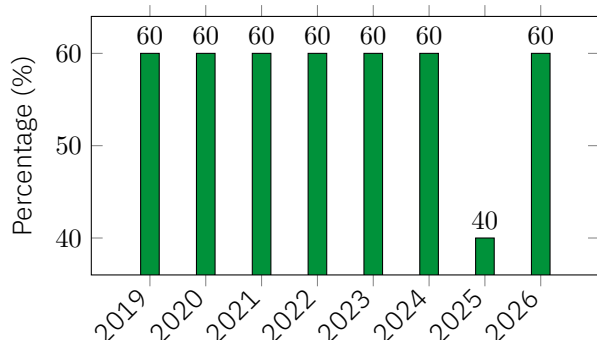
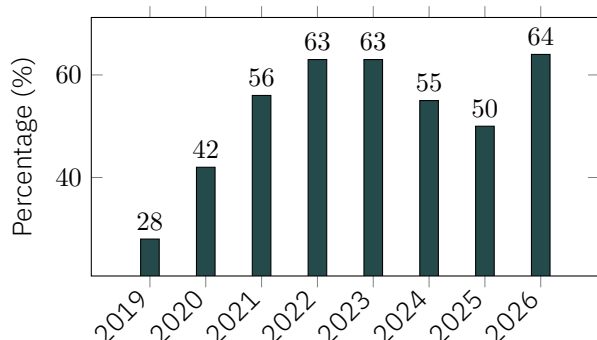


Figure 2: Women on the CAPSUS team



4 Action paths in case of incidents

To prevent incidents within the organization, the CAPSUS team developed an action plan to address acts of violence, harassment, discrimination, and any event that threatens team members' safety. As a result, the "Action Paths" were created, which outline the process to follow if one has heard about, experienced, or witnessed any incident that threatens the integrity and safety of one or more people in the organization.

Figures 3, 4, and 5 summarize the main action paths in case of incidents.

5 Recruitment process

CAPSUS uses a blind selection method to reduce bias. Starting from the publication of job openings, the CAPSUS team includes the following clause regarding the submission of resumes:

Based on our non-discrimination and equitable and inclusive treatment policies, we ask that you do not include your name, photograph, or any other personal data, such as your date of birth, in the resume you send us. Please name the file using only your initials.

The complete recruitment process consists of the following phases:

- **Phase 1.** A designated person from the coordination team receives the resumes and compiles them into a folder, ensuring they do not include the person's name or any identifier that could reveal their gender.
- **Phase 2.** Another designated person performs a technical review of the resumes and shortlists the most suitable profiles for the project, placing them in a specific folder. Participants are informed about the results of this process.
- **Phase 3.** The complete documentation of the shortlisted profiles is reviewed. After the review, a second round of selection is conducted to invite participants to the interview process.
- **Phase 4.** The selected profiles are interviewed. Subsequently, the profile of the person who best fits the position is selected, and they are informed that they will be joining the CAPSUS team.

6 Supplier Diversity Policy

Committed to fostering a diverse and inclusive business environment, we have developed a Supplier Diversity Policy to integrate in CAPSUS strategies a broader spectrum of suppliers, providing enhanced opportunities for those who have traditionally faced financial marginalization or underrepresentation—both as business owners and employees.

With this Policy, we pursue corporate diversity goals while building a philosophy that can be replicated by our customers, allies, and other companies.

The main categories of Diverse Suppliers considered within the CAPSUS Supplier Diversity Policy are:

- Minority-owned businesses.

- Woman-owned businesses.
- LGBTQ-owned businesses.
- Disability-owned businesses.
- Elderly / Senior-owned businesses.
- Micro-, small-, and medium-sized enterprises (MSMEs).

6.1 Objectives of the Supplier Diversity Policy

- Enhance Diversity and Inclusion: Increase the participation and opportunities for financially marginalized or underrepresented individuals, both as business owners and employees.
- Integrate Diverse Suppliers: Proactively include diverse suppliers in CAPSUS' strategic procurement process.

- Communication and Advocacy: Communicate the value and process of the Supplier Diversity Policy to all stakeholders, both internally and externally.
- Encourage Diversity Among Suppliers: Encourage all our suppliers to demonstrate inclusion and diversity within their own operations and supply chain.
- Meet Corporate Client Demands: Leverage our supplier diversity outcomes to meet our corporate clients' supplier diversity requirements.

Having an open and inclusive environment allows for the visibility of all people without prejudice, facilitates free expression and expression in the workplace, and eliminates stress or anxiety situations that compromise employee performance.

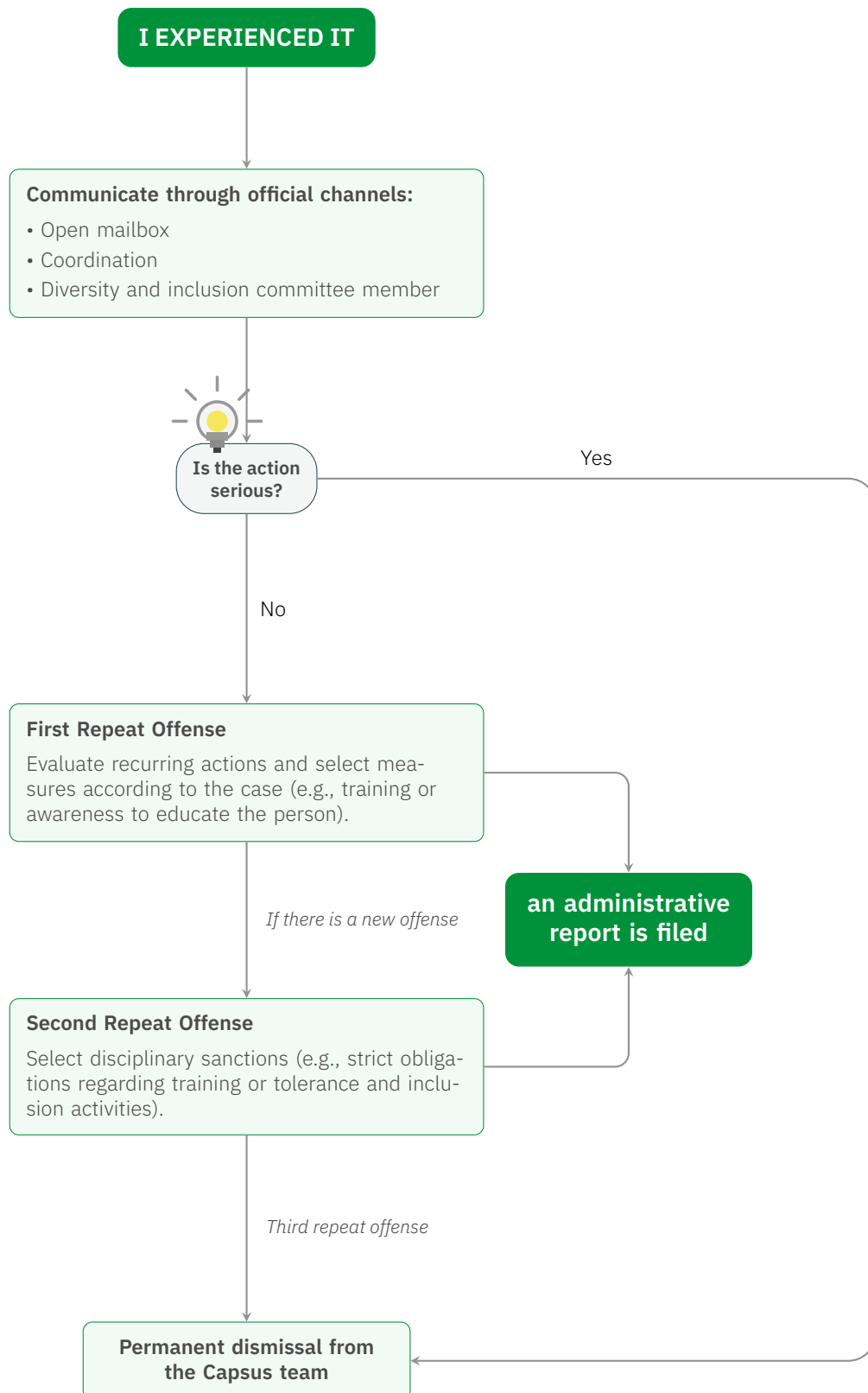
Figure 3: I EXPERIENCED IT, what can I do?

Figure 4: I WAS TOLD ABOUT IT, what can I do?

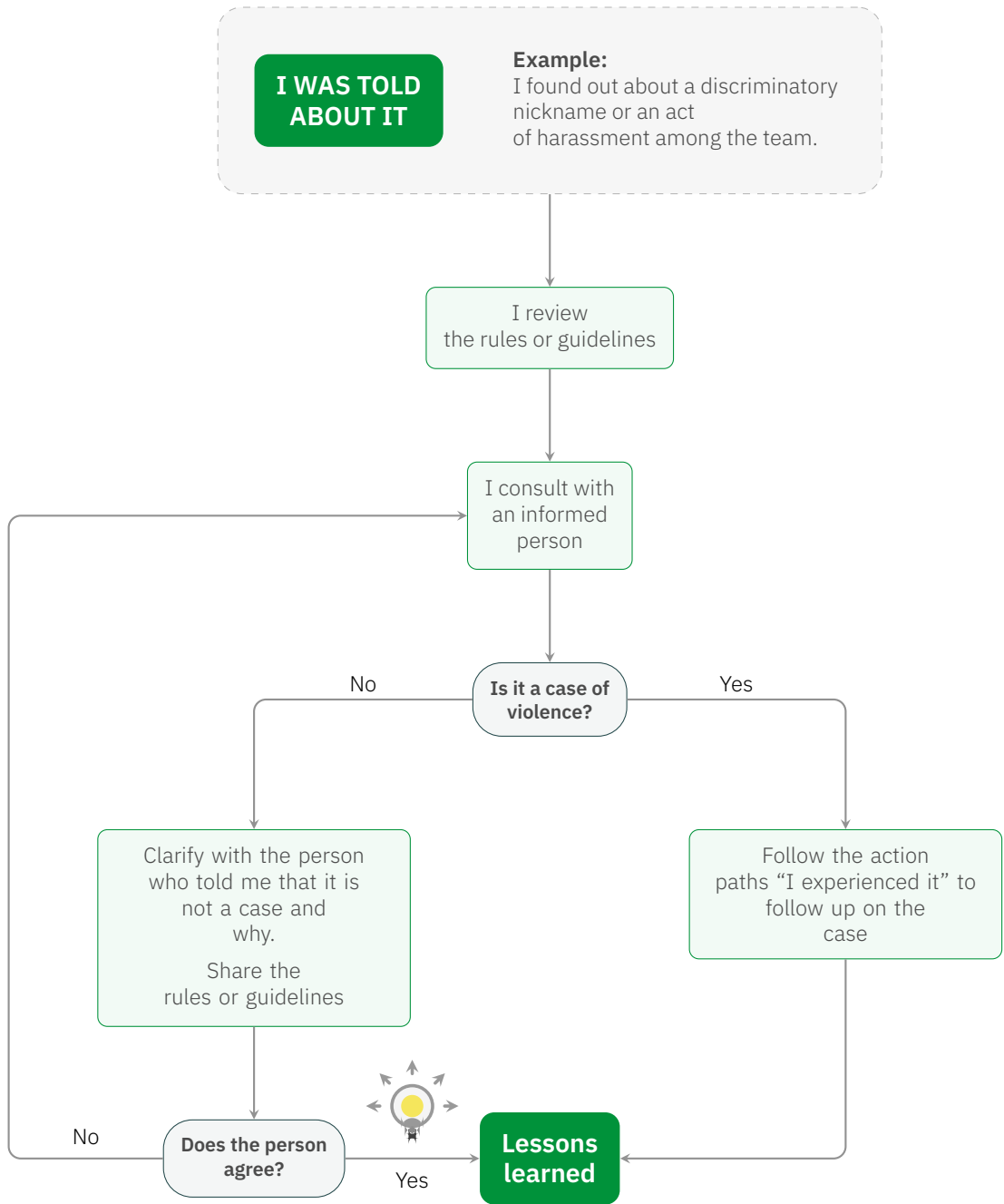


Figure 5: I WITNESSED IT, what can I do?

