

QUALITAS CONTROLADORA DIVERSITY COMMITMENT

Qualitas Controladora, S.A.B. de C.V. ("Qualitas", "the company" or "the Group") (BMV: Q*), is committed with diversity, understanding that it favors the development of our Company and that is a fundamental part of human rights respect. We look to guarantee no discrimination and a living culture of respect among our employees and to the rest of our stakeholders.

We have an autoregulation, which integrates guidelines that in a conclusive and clear manner promote this commitment as: our Code of ethics, Qualitas Controladora' Human Rights policy; as well as the Qualitas Compañía de Seguros' Respect to people and diversity policy, our main subsidiary given its income and employee size.

We promote a diverse composition as well within our Board of Directors, which enrich the strategic vision and the decision making, as mentioned in our corporate governance manual. We want to have the vision and perspective from different profiles with a variety of gender, age, nationality and/or ethnical origin; that add different experiences and knowledge from their training and previous professional experience. In the next Board of directors' members renovations and/or appointments we will look to specially reduce the gap of women representation in the Board.

Board members who are selected have the right experience and skills to develop their specific functions, are sufficiently independent, and act in the best interests of all Qualitas' stakeholders. Qualitas considers this diversity commitment during its Board nomination process as well.

We promote diversity and equal opportunities throughout all our employees, with no gender discrimination neither nationality, ethnicity nor age discrimination. We offer different programs and courses focused on respect for human rights and non-discrimination for our employees and service offices. Likewise, we reiterate our commitment in the promotion and respect of human rights following best international practices and our commitment to prevent forced labor, child labor and slavery.

As part of the progress, during 2021 Qualitas Compañía de Seguros (our Mexican subsidiary) received the *Norma Mexicana NMX-R-025-SCFI-2015* certificate for Labor Equality and No Discrimination. Also, the holding Company was included once again in the Bloomberg Gender Equality Index 2023, also in line with our commitment to generate transparency in the gender data public information.

In this way and through all our efforts, we contribute to the SDG 5, which strive to reach gender equality.

The integral diversity focus allows us to contribute to a broader sense, from the essence of the human rights.

About Qualitas

Qualitas Controladora (Q) is the largest auto insurance company in Mexico in terms of market share, with operations in El Salvador, Costa Rica, USA and Peru. Its more than 25 years of experience in the auto insurance segment has allowed the Company to provide top quality service under the largest network in Mexico. Qualitas is listed on the Mexican Stock Exchange (BMV) under the ticker "Q" (Bloomberg: Q*: MM)

