

## ALIVE VENTURES LLC (“ALIVE”) SPEAK-UP AND REPORTING CHANNELS POLICY

June, 2026

At ALIVE, everyone should feel safe, respected and heard. Speaking up helps us protect our people, our values, our business and the communities we serve.

This Policy brings together the reporting channels available to employees, contractors, suppliers, investors, portfolio companies staff and clients, as well as other stakeholders, so concerns can be raised clearly, safely and in a timely way.

You do not need to have all the facts before raising a concern. Reports will be reviewed carefully, confidentiality will be protected to the extent possible, and ALIVE will not tolerate retaliation.

### PURPOSE

The purpose of this Policy is to provide a safe and clear framework for speaking up at ALIVE and its related parties. It explains the reporting channels available, when to use them, what concerns may be reported, how reports are handled, and what protections and support are available to people who speak up.

### SPEAK UP PRINCIPLES

Speaking up is part of how we live our values: Acting with integrity, listening with humility, protecting one another with respect, and taking accountability for doing what is right:

- **Good faith and integrity:** A good-faith report means a concern raised honestly, based on what the person knows or reasonably believes, even if the concern is not ultimately confirmed. Good faith reports will be taken seriously.
- **Accessible channels:** ALIVE provides clear and accessible channels to raise concerns or ask for help when something does not seem right.
- **Confidentiality:** Reports will be handled carefully and shared only with those who need to know, to the extent possible and in line with applicable law.
- **No retaliation:** ALIVE does not tolerate retaliation against anyone who raises a concern, asks for advice, participates in a review, or refuses to take part in misconduct.

- **Fair and respectful review:** Concerns will be reviewed objectively, respectfully and without prejudice.
- **Accountability and follow-up:** All reports will be reviewed and followed up on. ALIVE will take appropriate action, document outcomes where relevant, and use lessons learned to strengthen its culture, controls and ways of working.

## WHO CAN USE THESE CHANNELS

These channels are available to anyone with a genuine concern related to ALIVE, its people, operations, business partners or activities. This includes ALIVE team members, contractors, suppliers, investors, portfolio companies, related parties and other third parties.

## WHAT CAN BE REPORTED

If you believe that a situation may be illegal, unethical, inconsistent with ALIVE's values, or in breach of our Code of Ethics, policies or procedures, you are encouraged to speak up.

You do not need to be certain that misconduct has occurred. Concerns may relate to actual or suspected misconduct, unethical behavior, fraud, bribery or corruption, conflicts of interest, discrimination, harassment, retaliation, misuse of company resources, legal or regulatory violations, or any other behavior that appears improper, unsafe, or inconsistent with our values.

The examples below illustrate the types of concerns that may be reported. They are not exhaustive.

- **Workplace misconduct:** Harassment, discrimination, bullying, intimidation or inappropriate behavior.
- **Values and workplace culture:** Disrespectful, dishonest or non-inclusive behaviors that undermine ALIVE's values.
- **Ethics and compliance:** Violations of the Code of Ethics, company policies, procedures or internal controls.
- **Fraud and misuse of resources:** Theft, false invoices, expense fraud, asset misuse or financial irregularities.
- **Bribery and corruption:** Improper payments, kickbacks, facilitation payments, or gifts and hospitality intended to improperly influence decisions.
- **AML/CFT and sanctions concerns:** Suspicious transactions, concealed beneficial ownership, sanctions-related concerns or other financial crime red flags.
- **Conflicts of interest:** Undisclosed personal, family, professional or financial interests that may affect decision-making.
- **Retaliation:** Any adverse action against a person for raising a concern or participating in a review or investigation.
- **Health, safety and environmental concerns:** Unsafe practices, workplace hazards, or environmental harm.
- **Data privacy and confidentiality:** Misuse, unauthorized disclosure, loss of confidential, personal or sensitive information.

## SPEAK-UP AND REPORTING CHANNELS

ALIVE provides several channels for raising concerns, seeking guidance, or reporting suspected misconduct. You may choose the channel that you consider most appropriate and comfortable for the situation.

Some channels may be used to seek guidance, while others are better suited for formal reports or sensitive matters. If a concern involves misconduct, retaliation, harassment, corruption or legal risk, the matter should be escalated to the appropriate committee, Managing Partner or reporting channel.

If your concern involves your manager, a committee member, or anyone within your reporting line, you may use any alternative channel listed below.

Channel	Best for	How to use it
Direct Manager	Day-to-day concerns, guidance, team issues	<ul style="list-style-type: none"> <li>• Speak directly</li> <li>• Email. If the topic requires escalation copy or contact at least one Managing Partner</li> </ul>
Managing Partner	Ethics, concerns involving senior management, conflicts of interest, legal concerns, regulatory matters, investigations or retaliations.	<ul style="list-style-type: none"> <li>• Speak directly</li> <li>• Email</li> </ul>
Comité de Convivencia	Harassment, discrimination, workplace conduct, retaliation within ALIVE team.	<ul style="list-style-type: none"> <li>• Email any of the committee members</li> <li>• Speak directly to any of the committee members.</li> <li>• Email to <a href="mailto:ALIVENoscuida@alive-ventures.com">ALIVENoscuida@alive-ventures.com</a></li> </ul>
Compliance Committee	Corruption, conflicts of interest, AML/CFT, sanctions, policy breaches in portfolio companies, investors, suppliers and other third parties	<ul style="list-style-type: none"> <li>• Speak directly with the Compliance officer or a Managing Partner</li> <li>• Email any of the committee members</li> <li>• Confidential reports may be submitted to <a href="mailto:dtello@alive-ventures.com">dtello@alive-ventures.com</a></li> </ul>
ESG Committee	Environmental, social and governance concerns in portfolio companies	<ul style="list-style-type: none"> <li>• Email any of the committee members</li> </ul>
Data protection	Privacy, personal data, confidentiality breaches, personal data requests.	<ul style="list-style-type: none"> <li>• Email <a href="mailto:dataprotection@alive-ventures.com">dataprotection@alive-ventures.com</a></li> </ul>
Online reporting form	Any concern, including concerns raised by external stakeholders and those related to portfolio companies, especially when the reporter prefers to remain anonymous	<ul style="list-style-type: none"> <li>• Submit a report through the reporting section of the ALIVE website</li> </ul>

Reports received through any channel may be redirected to the appropriate committee or function for review and handling, while maintaining confidentiality to the extent possible.

### Not sure where to report?

If you are unsure which channel is most appropriate, you may contact any Managing Partner, member of the Compliance Committee, or submit your concern through the [Contact Form on ALIVE webpage](#). The concern will be directed to the appropriate team or committee.

## WHAT INFORMATION TO INCLUDE IN A REPORT

Please provide as much information as you can. It is okay if you do not have all the details. Helpful information may include:

- What happened : Describe the concern clearly
- Who was involved: Names, roles or departments, if known
- When it happened: Date, period or frequency
- Where it happened: Location, office, country, system or project
- Evidence (if available): Emails, documents, screenshots, invoices, messages
- Other people who may know: Witnesses or people with relevant information
- Urgency: Whether there is immediate risk to people, assets or the company

## ANONYMOUS AND CONFIDENTIAL REPORTS

Anonymous reporting, where the reporter does not identify themselves, is only available through the [Contact Form on ALIVE webpage](#); these will be reviewed based on the information available but, given the nature of anonymity, no follow-up is available. ALIVE will not seek to identify anonymous reporters, unless required by law or necessary to address a serious risk.

Reports submitted by email are generally treated as confidential but may not be anonymous if the sender's identity is visible.

### How we ensure confidentiality

We treat reports as confidential as possible. Information is shared only with people who need it to review, investigate or resolve the matter, the identity of the reporter is only shared on a strict need-to-know basis.

In some cases, the company may be legally required to disclose certain information to authorities, regulators or other parties. Where this happens, we will handle the matter carefully and where legally permissible and appropriate, ALIVE will notify the reporter.

## NO RETALIATION

### What is retaliation?

Retaliation is any adverse action or treatment that could discourage a person from raising a concern, asking for advice, supporting a report, participating in a review or investigation, or refusing to take part in misconduct.

Retaliation may include, for example:

- Dismissal, demotion, suspension or contract non-renewal.
- Harassment, intimidation or threats.
- Exclusion from meetings, projects or opportunities.
- Negative performance reviews or employment actions without a valid reason.
- Reduction of responsibilities without justification.
- Social isolation, hostile treatment or other unfair treatment.

## No tolerance for retaliation

ALIVE does not tolerate retaliation. Retaliation is a serious violation of this Policy and may result in disciplinary or corrective actions.

No person should be punished, threatened, dismissed, demoted, harassed, excluded or treated unfairly because they raised a concern, participated in a review or investigation, or reported a concern to a public authority where permitted by law.

Anyone who experiences or witnesses retaliation should report it immediately through any of the channels described in this Policy.

## How ALIVE helps protect people who speak up

ALIVE is committed to creating a safe environment for speaking up. To support this commitment, ALIVE will:

- Handle reports confidentially to the extent possible and involve only those who need to know.
- Provide training to team members, especially managers, on how to prevent retaliation and respond appropriately to concerns.
- Assess retaliation risks when a concern is received, especially where the reporter may be in a vulnerable position.
- Conduct periodic check-ins with reporters, where appropriate, to identify any signs of adverse treatment.
- Review relevant employment or work-related decisions involving the reporter, such as termination, demotion, performance reviews or changes in project participation, to confirm they are legitimate and properly documented.
- Review retaliation concerns promptly and take appropriate corrective or disciplinary action when needed.

This protection applies not only to employees, but also, where applicable, to contractors, consultants, suppliers, portfolio company personnel and clients and other stakeholders who raise concerns.

Good-faith reporting helps ALIVE live its values, strengthen accountability and promote ethical businesses and responsible leadership.

## **HOW REPORTS ARE REVIEWED**

ALIVE will review reports fairly, objectively and with appropriate confidentiality.

Reports will be acknowledged where contact details are available, assessed and assigned for review within a reasonable timeframe, taking into account the nature, urgency and seriousness of the concern. Where possible, ALIVE will aim to complete an initial assessment within two weeks of receiving the report.

The review may include gathering documents, speaking with relevant people, assessing available evidence and determining whether corrective action is needed. Serious or complex matters may involve independent support, such as external advisors, auditors or legal counsel.

Where a concern relates to a portfolio company, ALIVE will assess the matter within the scope of its role as investor and may engage with the company's management, board or relevant governance bodies, as appropriate.

Workplace harassment and sexual harassment concerns will be handled in accordance with applicable Colombian law and the *Reglamento del Comité de Convivencia*.

Anyone who is the subject of a report, or who has a conflict of interest, must not participate in decisions about how the report is assessed, investigated or resolved. They may be asked to provide information as part of the review.

Where appropriate and when the report is not anonymous, ALIVE may provide feedback to the reporting person on the status or outcome of the review, while respecting confidentiality, privacy and legal obligations.

## ROLES AND RESPONSIBILITIES

Role	Responsibility
All employees and stakeholders	Raise concerns in good faith and cooperate when needed.
Managers	Listen, protect confidentiality, escalate concerns, avoid retaliation, and support a speak-up culture.
Managing Partners	Oversee serious concerns, including those involving senior management or conflicts of interest; ensure independence in the review process; assign resources; ensure appropriate follow-up; and support a speak-up culture.
Compliance Committee	Handle ethics, AML/CFT, sanctions, anti-corruption, conflicts of interest and policy concerns.
Comité de Convivencia	Handle workplace conduct matters within its mandate.
ESG Committee	Handle environmental, social and governance concerns.
Data Protection appointed person	Handle privacy, personal data and confidentiality matters.
Assigned reviewer	Review facts fairly, objectively and confidentially.

## RECORDKEEPING AND DATA PROTECTION

Reports and related information are documented and stored securely. Access is limited to authorized people. Records are retained according to company policy and applicable legal requirements.

## COMMUNICATION AND TRAINING

The company will make reporting channels visible and accessible. Employees and relevant stakeholders will receive periodic information on how to raise concerns and how the company protects people who speak up.

## REVIEW AND UPDATES

This Policy will be reviewed periodically to ensure that the reporting channels remain accessible, trusted and effective. Updates may be made when there are changes in law, company structure, reporting tools or internal responsibilities.

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