

## FAIR HOUSING & NON-DISCRIMINATION STATEMENT

FOURMIDABLE, INC., (“Company”), is committed to equal opportunity in housing. Company operates in multiple states, including Louisiana, Maryland, Michigan, Mississippi, New York, Ohio, Oklahoma, and Tennessee, and complies with all applicable federal, state, and local fair housing laws. The Company does not discriminate on the basis of race, color, religion, national origin, sex, disability (physical or mental), familial status (having or expecting a child under 18), creed, age (18 and older), sexual orientation, marital status, military status, arrest records, lawful source of income (including housing voucher programs), gender identity or expression, veteran status, domestic violence victim status, first responder status, alienage or citizenship status, and ethnicity. Depending on jurisdiction, additional protected characteristics may apply.

It is the policy and practice of Company not to engage in or assist the efforts of others to engage in housing discrimination. Therefore, Company strictly prohibits any discriminatory housing practice, including but not limited to:

1. Refusal to show, rent, negotiate for the rental of, or otherwise make unavailable or deny, apartments to any person because of any protected characteristic listed above.
2. Discriminate against any person in the terms, conditions or privileges of rental or in the provision of services or facilities, including offering rent or security deposit discounts, fee waivers, promotions and other financial incentives to rent an apartment because of a prohibited basis;
3. Make any verbal or written statement or inquiry with respect to the rental of apartments that indicates any preference, limitation or discrimination concerning a prohibited basis, or any statement indicating an intention to make any such preference, limitation or discrimination;
4. Represent to any person because of a prohibited basis that any apartment is not available for inspection or rental when such apartment is in fact so available;
5. Discriminate against any person in offering individual apartment units or in assigning persons to such units because of a prohibited basis;
6. Enter into an agreement that imposes any restriction upon persons to whom rental housing may be shown or rented because of a prohibited basis;
7. Direct or steer any individual away from or toward a particular building, neighborhood or vacancy because of a prohibited basis, including directing or steering individuals with disabilities who have a service or emotional support animal;
8. Deny requests for reasonable accommodation to rules, policies, practices, or services, unless such requests are not reasonably related to a disability based need, impose an undue financial and administrative burden, or fundamentally alter the nature of the housing program offered. In such a case, reasonable alternatives must be explored.

9. Coerce, intimidate, threaten or interfere with any person who is a prospective tenant or current tenant or anyone assisting a prospective tenant or current tenant to exercise or enjoy the rights guaranteed by the federal Fair Housing Act and state and local fair housing laws.
10. Fourmidable conducts criminal background screenings in a manner consistent with guidance from the U.S. Department of Housing and Urban Development (HUD) regarding discriminatory effects and disparate impact. We do not impose blanket prohibitions on applicants with criminal histories (such as “no felons” policies). Instead, all criminal history information is evaluated on an individualized basis, taking into account the nature and severity of the offense, the time that has elapsed since the conduct, and its relevance to resident safety and property protection. Screening decisions are made in a consistent and nondiscriminatory manner to ensure compliance with the Fair Housing Act and applicable laws.
11. Any action that violates any of the above to make housing unavailable to such persons protected under this policy may constitute a violation of federal, state, and/or local laws. Any violation of this policy may result in disciplinary action.

Providing equal housing opportunity is both a legal obligation and a core commitment of the Company.