
DIVERSITY & INCLUSION POLICY STATEMENT

Version 2.0

Dated March 2026

This Diversity & Inclusion Policy Statement (the Policy Statement) is adopted by the board of directors (*het bestuur*) of Innovation Industries Capital Partners B.V. (Innovation Industries) on March 23 2026.

Diversity and inclusion (D&I) positively impact innovation and teamwork, making them important drivers of value creation. Innovation Industries' mission is to provide capital, strategic guidance and a strong network to empower entrepreneurs to industrialize innovation and build impactful global category leaders. This requires diversity of thought and experience. Also, responsible innovation cannot be realized without a strong commitment to inclusion.

At Innovation Industries, we have built our team and culture on universal values and a clear vision, creating a robust and distinctive identity. In 2025, we redefined our core values to better reflect our organizational culture and translated them into key behaviours that we expect and encourage all employees to demonstrate. These values reinforce our commitment to diversity and inclusion, as reflected in this statement.

We consciously bring together people with different strengths, experiences, and backgrounds, united by a shared drive to fulfill our purpose, which is to empower deep tech pioneers and breakthrough technology companies that address the fundamental challenges of our time. We are committed to driving and demonstrating inclusive leadership and culture within our organization and throughout our portfolio. We also strive to align our diversity ambitions with relevant partners across the high-tech ecosystem.

As Innovation Industries continues to grow, we remain aware of the strategic importance of diversity and inclusion. Our ambition is to sustain and build on the progress we have initiated over the past years.

Recruitment & selection

Building a diverse team requires access to diverse candidate pools. That is why, together with our recruitment partners, we strive to attract a broad range of applicants.

During the screening, interview, and selection stages, awareness of unconscious bias is essential. However, we recognize that awareness alone is not enough. Therefore, we have developed a set of *Principles for Diversity in Recruitment and Selection* to help limit the influence of bias throughout these processes.

Mentorship & support

To foster an inclusive workplace, we have established a mentorship and buddy program. Its main objectives are to:

- support (underrepresented) employees in their personal development;
- foster mutual understanding and break down barriers between colleagues from different backgrounds; and,
- create a dedicated and safe space for two-way feedback, stimulating an open culture and further embedding our core values into our ways of working.

Leadership

Leadership is essential in driving inclusion. We have embedded the goal of driving and demonstrating D&I into our leadership framework for partners, investment directors, and managers.

Employee development & equal opportunities

We have in place a performance review and employee development process with a clear focus on developing and promoting diverse and high-performing talent. We support not only equality of opportunity but also ensure equality in compensation through a structured process. This emphasis on involving, supporting, and empowering every employee is reflected in our core values and key behaviours.

Engagement with Portfolio Companies

Through active engagement with companies, we monitor and address diversity and inclusion across our portfolio. Increasing diversity at the leadership level is among our priorities. We actively seize opportunities to bring diverse talent into leadership roles and actively drive the creation of diverse talent pools, also as we work with recruitment partners.

To track progress and support ongoing dialogue, we annually review diversity metrics across our portfolio, in alignment with the ESG Data Convergence Initiative (EDCI) and Invest Europe ESG Reporting Guidelines.