

Innovation Industries



Diversity & Inclusion Statement
May 2023

At Innovation Industries, we have been building a team and culture based on universal values and our own vision, in doing so creating a robust and distinctive identity. In 2021 we put our core values into writing. In this context we have developed our diversity and inclusion statement.

Innovation Industries' core values



Diversity and inclusion

Diversity and inclusion (D&I) positively impact innovation and teamwork, making it an important value driver. Moreover, Innovation Industries' purpose is to optimize value creation and drive sustainable change on a societal level. This requires diversity, in support of diverse points of view. Also, responsible innovation, so we believe, cannot be done without consideration for inclusion.

At Innovation Industries, we are building a team of people with different strengths, experiences and backgrounds; a team that shares first and foremost a passion for our mission of supporting ground-breaking and high-impact technologies. We are committed to drive and demonstrate inclusive leadership and culture within our organization as well as throughout our portfolio. We strive to align our diversity ambitions with relevant partners within the high-tech ecosystem.

As OUR ORGANIZATION is growing, we are particularly conscious about the strategic importance of diversity and inclusion. Our ambition is to demonstrate substantial improvements in team diversity over a multi-year period, over all disciplines. This ambition is reflected in our human capital approach. Our focus for 2023/'24 is to increase awareness and further embed D&I in our people policies & practices.

For us, it starts with people. Building a diverse team requires diverse candidate pools. This is why we strive, also in cooperation with our recruitment partners, to attract a broad pool of applicants. Next, during the screening, interview and selection stages, being aware of unconscious bias is important. However, we realize that awareness is not enough. This is why we have developed a set of 'principles for diversity in recruitment and selection', to limit the influence of bias in these processes.

Second is leadership. Therefore, we embedded driving and demonstrating D&I in our leadership framework for partners, investment-directors, and -managers.

Third is culture and incentives. We build our team on our core values. For D&I, *acting with integrity* and *equal opportunities* are essential. Therefore, we have a performance review and employee development process in place with conscious focus on developing and promoting diverse and upstanding talent. We support not only equality in opportunity but also ensure equality in compensation through a structured process.

Through ENGAGEMENT WITH PORTFOLIO COMPANIES, we actively monitor and address diversity and inclusion within our ventures. Increasing diversity at the leadership level is amongst our priorities. We consciously seize opportunities to bring in diverse talent at our ventures' leadership level, and actively drive the creation of diverse talent pools, also as we work with recruitment partners. To track progress and support dialogue, we annually review diversity metrics for our portfolio, in alignment with the ESG Data Convergence Initiative (EDCI).