

DIVERSITY POLICY

INFLARX N.V.

INTRODUCTION

Article 1

- 1.1** This policy sets out the Company's targets relating to diversity in the composition of the Board of Directors.
- 1.2** If and when the Board of Directors establishes an Executive Committee, this policy shall also apply to the Executive Committee.

DEFINITIONS AND INTERPRETATION

Article 2

- 2.1** Unless otherwise defined in these rules, capitalised terms shall have the meanings ascribed to them in the Board Rules.
- 2.2** Without prejudice to Article 2.1, in these rules the following definitions shall apply:
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| Article | An article of this policy. |
| Board of Directors | The board of directors of InflaRx N.V. |
| Board Rules | The rules concerning the organisation, decision-making and other internal matters of the Board of Directors. |
| Executive Committee | The executive committee, if and when established by Board of Directors. |
- 2.3** Terms that are defined in the singular have a corresponding meaning in the plural.
- 2.4** Words denoting a gender include each other gender.

DIVERSITY ASPECTS AND TARGETS

Article 3

- 3.1** The Company believes that diversity encompasses acceptance and respect, recognising that each individual is unique. The Company is committed to supporting, valuing and leveraging diversity in the composition of the Board of Directors and, if and when established, the Executive Committee, but also believes that there is a fine line between diversity and unintentional discrimination. For that reason, the importance of diversity, in and of itself, should not set aside the overriding principle that someone should be recommended, nominated and appointed simply for being "the best person for the job".

- 3.2** The Company is committed to promoting gender diversity in the Board of Directors and, if and when established, the Executive Committee. This includes the following objectives:
- a.** for as long as the Board of Directors comprises of not more than six members, at least one member shall be a woman;
 - b.** for as long as the Board of Directors comprises of at least seven and not more than nine members, at least two members shall be women;
 - c.** for as long as the Board of Directors comprises of at least 10 members, at least 30% of its members shall be women;
 - d.** for the group of employees of the Company and its subsidiaries, excluding the members of the Board of Directors, at or above vice-president level, at least 30% of that group shall be women.
- 3.3** Although the Company does not believe that age is suitable for setting a specific diversity target, it does believe that experience, sophistication and wisdom come with age and that the young have the highest potential for creativity and innovation. For those reasons, the Company strives for a balanced mix of ages in the composition of the Board of Directors and, if and when established, the Executive Committee, but does not set itself a concrete objective in this respect.
- 3.4** In terms of experience and expertise, consistent with the Profile, the Company intends for the Board of Directors and, if and when established, the Executive Committee, to be composed of individuals who, as a collective, are knowledgeable in all of the following areas:
- a.** the industry in which the Company operates;
 - b.** general management;
 - c.** finance, administration and accounting;
 - d.** strategy;
 - e.** marketing and sales;
 - f.** manufacturing and production;
 - g.** innovation, research and development;
 - h.** safety and environment;
 - i.** human resources, personnel and organisation;
 - j.** information technology; and/or
 - k.** legal affairs.

AMENDMENTS AND DEVIATIONS

Article 4

Pursuant to a resolution to that effect, the group of Non-Executive Directors may amend or supplement this policy and allow temporary deviations from this policy.

GOVERNING LAW AND JURISDICTION

Article 5

This policy shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam.