

## DIVERSITY AND INCLUSION POLICY

### INFLARX N.V.

version 03 as of 31 October 2023

## INTRODUCTION

### Article 1

- 1.1** This policy sets out the Company's diversity and inclusion policy, including targets relating to diversity in the composition of the Board of Directors, the Executive Committee (if established) and Senior Management (irrespective of whether they are part of the Executive Committee).
- 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:
- |                            |  |
|----------------------------|--|
| <b>Article</b>             | An article of this policy.   |
| <b>Board of Directors</b>  | The board of directors of InflaRx N.V.   |
| <b>Board Rules</b>         | The rules concerning the organisation, decision-making and other internal matters of the Board of Directors.                                 |
| <b>Company Group</b>       | The Company and its subsidiaries.  |
| <b>Executive Committee</b> | The executive committee, if and when established by Board of Directors.  |
| <b>Senior Management</b>   | The group of employees and officers of the Company Group, excluding the members of the Board of Directors, at or above vice-president level. |
- 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 AND INCLUSION ASPECTS AND TARGETS**

### **Article 3**

- 3.1** The Company believes that diversity encompasses acceptance and respect, recognising that each individual is unique. This refers to the individual's various characteristics, such as age, gender, race, ethnicity, sexual orientation, physical abilities, religious beliefs, socio-economic background, experiences, qualifications, knowledge and abilities. The Company is committed to supporting, valuing and leveraging diversity and inclusion, 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 diversity in the Board of Directors, within Senior Management and, if and when established, in 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 or a underrepresented minority in the home country of the board member;
  - 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 or one woman and one member of an underrepresented minority in the home country of the board member;
  - c.** for as long as the Board of Directors comprises 10 or more members, at least 20% of its members shall be women or women and members of an underrepresented minority in the home country of the board member;
  - d.** for Senior Management at least 20% of that group shall be women or women and members of an underrepresented minority in the home country of the member.
- 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.
- 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.

**3.5** The Company's diversity and inclusion initiatives, ambitions and objectives apply, without limitation, to its practices and policies on recruitment, selection and retention, compensation and benefits, professional development and training, social and recreational programs. The Company is committed to the ongoing development of a safe working environment throughout the Company Group that is free from harassment and discrimination against any individual on the basis of their unique characteristics. The Company encourages and enforces:

- a. equal opportunities for employees, officers and applicants for employment;
- b. respectful communication and cooperation;
- c. teamwork and participation; and
- d. responsibility to treat employees, officers and others with dignity, respect and understanding.

**3.6** Employees and officers who feel that they have been subjected to discrimination or harassment are encouraged to report this to their supervisor or to the Company's Human Resources department or in accordance with the Company's whistle-blowers policy.

**3.7** Without prejudice to the foregoing, the Company's diversity and inclusion objectives are:

- a. to raise awareness among employees and officers of the Company Group about the importance of diversity and inclusion, as well as the benefits these aspects bring to the Company Group's organisation and its workforce;
- b. to create an inclusive culture where all employees and officers of the Company Group feel valued, respected and empowered to contribute their unique perspectives and ideas; and
- c. to ensure that the workplace of the Company Group is accessible and that reasonable accommodations are provided to employees and officers of the Company Group with disabilities to enable their full participation;

**3.8** To achieve the above listed objectives, the Company will undertake the following:

- a. The Company will raise the Group employees' and officers' awareness of diversity and inclusion within general annual compliance trainings
- b. The Company ensures accessibility and, if need be, identifies and addresses issues

in relation to workplace accessibility.

- c. The Company will consider underrepresented groups regarding vacant positions.
- d. The Company will conduct a pay gap analysis regularly and will take any potential gender gap into account.
- e. The Company will review and, if needed, amend its Human Resources policies regularly to ensure equal treatment for all employees and officers of the Company Group. This includes examining recruitment practices, performance evaluations and promotions.

## **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.