



DIVERSITY POLICY

1. BACKGROUND

- 1.1 Immatics N.V., a public company under Dutch law, registered with the Dutch trade register under number 77595726 has formulated the following diversity policy for the composition of the Board and the Executive Committee (this "**Policy**").
- 1.2 This Policy has been drawn up pursuant to article 4 of the rules governing the Board and the Executive Committee and best practice provision 2.1.5 of the Code.
- 1.3 This Policy was adopted by the Board on 17 June 2021 with effect as of 1 July 2021.

2. DEFINITIONS

Terms used in this Policy shall have the meanings ascribed thereto in the rules governing the board and the executive committee of Immatics N.V. adopted on 17 June 2021 with effect as of 1 July 2021.

3. PRINCIPLE

The Board recognizes the importance of diversity in the composition of the Board and Executive Committee and believes that the Company's business activities benefit from a wide range of skills and a variety of backgrounds. A diverse composition contributes to a well-balanced decision-making process and proper functioning of the Board and the Executive Committee.

4. TARGETS AND ASPECTS

- 4.1 The specific targets relating to diversity and the aspects of diversity relevant to the Company include, without limitation:
 - (a) creating a diverse mix of knowledge, skills and expertise;
 - (b) striving for sufficient complementarity, pluralism and diversity of membership with regard to age, gender and background;
 - (c) ensuring relevant professional and educational backgrounds within the Board and the Executive Committee, including, without limitation:
 - (i) experience as a current or former chief executive officer or chief financial officer of a public company;
 - (ii) financial affairs, administrative organisation and internal control;
 - (iii) research and development;
 - (iv) medical and clinical;
 - (v) production and logistics;
 - (vi) marketing and sales;

- (vii) risk management and compliance;
- (viii) information technology;
- (ix) legal affairs.

4.2 The Company considers it important that diversity with regard to nationality is available in the Board.

5. MISCELLANEOUS

5.1 The Board may occasionally decide in its discretion that one or more provisions of this Policy need not to be applied.

5.2 This Policy may only be amended by resolution of the Board to that effect.

5.3 This Policy shall be governed by and construed in accordance with Dutch law.

5.4 Any dispute arising out of or in connection with these Rules, including a dispute relating to the existence, validity or termination thereof or any non-contractual obligation arising out of or in connection with them, shall be resolved by the Dutch courts. The competent court in Amsterdam, the Netherlands, shall have jurisdiction to hear any disputes in the first instance.