



DIVERSITY AND INCLUSION 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 and inclusion policy (this “**Policy**”) for the composition of the Board and leadership team, which is defined by the Company as the members of the Executive Committee and the group of employees and officers of the Company and its subsidiaries (the “**Company Group**”), excluding the members of the Board and the Executive Committee, at or above vice-president level (the “**Leadership Team**”).
- 1.2 This Policy has been drawn up pursuant to article 4 of the rules governing the Board and the Executive Committee, best practice provision 2.1.5 of the Code and section 2:166 of the Dutch Civil Code.

2. DEFINITIONS

Unless otherwise defined herein, terms used in this Policy shall have the meanings ascribed thereto in the rules governing the Board and the Executive Committee.

3. PRINCIPLE

- 3.1 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 Leadership Team.

4. DIVERSITY AND INCLUSION ASPECTS

- 4.1 The Company supports, values, fosters, cultivates and preserves a culture of diversity and inclusion. In this respect, diversity refers to the different characteristics that make individuals unique, such as age, gender, race, ethnicity, sexual orientation, physical abilities, religious beliefs, socio-economic background, experiences, qualifications, knowledge and abilities.
- 4.2 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 promoting 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:

- (a) equal opportunities for employees and officers of the Company Group and applicants for employment by the Company Group;
 - (b) respectful communication and cooperation among employees and officers of the Company Group;
 - (c) teamwork and participation among employees and officers of the Company Group;
- and
- (d) responsibility to treat employees, officers and others with dignity, respect and understanding.

4.3 Employees and officers of the Company Group 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 policies.

5. OBJECTIVES

5.1 The specific targets relating to diversity and inclusion and the aspects of diversity and inclusion relevant to the Company include, without limitation:

- (a) for as long as the Board comprises of not more than nine members, at least two members shall be a woman and at least two members shall be men;
- (b) for as long as the Board comprises of at least ten members, at least 30% of its members shall be women and at least 30% of its members shall be men;
- (c) for the Leadership Team, at least 30% of that group shall be women and at least 30% of that group shall be men.

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

- (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.

5.3 To achieve the above listed objectives, the Company undertakes or will undertake the following:

- (a) continuously monitoring the gender ratio within the Company's workforce when new positions are filled or promotions are considered;
- (b) ensuring equal opportunities for employees, officers and applicants for employment;
- (c) encouraging respectful communication and cooperation among and between all employees and officers;
- (d) fostering a corporate culture where employees and officers are treated with dignity, respect and understanding; and
- (e) actively encouraging employees and officers who feel that they have been subjected to discrimination or harassment to report this to their supervisor or to the Company's Human Resources-department.

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

6. MISCELLANEOUS

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

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

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

6.4 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.