

RED CELL DIVERSITY EQUITY & INCLUSION STATEMENT

At Red Cell and our incubated companies, we actively work to build diverse teams and equitable and inclusive cultures. We believe that doing so is the right thing to do, and that it helps us build and invest in more innovative, resilient, and competitive companies.

We value the insight and perspectives contributed by people from diverse backgrounds, genders, ages, abilities and sexual orientations. We recognize that diverse teams make better decisions and build more impactful, successful companies.

Our commitment to DEI is reflected, among other ways, in the following:

- Our leadership team and board are composed of people of various backgrounds, including different races, genders, and sexual orientations, and we are committed to actively increasing diversity at the leadership level.
- We actively seek out diverse candidates for all Red Cell and incubated company roles for which we are hiring.
- We require that our incubated companies, as well as any portfolio companies where we are the lead investor, adopt their own diversity policy within six months of spin-out or our investment. We provide any support needed to ensure this happens.
- In order to be eligible for follow-on investments, we require our incubated and portfolio companies to review the diversity of their leadership teams, and if needed, create a plan to achieve diversity in those teams.
- We have a zero tolerance policy, applicable to our employees, board members, investors, and other affiliates, for any discrimination based on race, ethnicity, gender, religion, disability, age, sexual identity or any other form of identity.

We realize that creating a diverse, equitable, and inclusive company takes consistent and sustained work, and we are committed to doing the work.