



Invest International

Our 7 People Drivers

1 *Impact first*

We are Impact investors in Dutch solutions for global challenges. We bring the international financing of high-risk, innovative solutions to the next level. Our hybrid business model enables us to support governments and companies by providing capital as well as project development capacity. We help to make the more difficult investments in innovative solutions financeable. Yet, in everything we do we live "impact first". We can only achieve this with people who feel motivated by our mission.

2 *Collaboration*

We bring together, we connect, and we challenge. We know how to collaborate externally with our partners and internally with our colleagues. We bring people together to leverage their skills, talents, and knowledge to achieve our purpose. We value openness and idea sharing.

3 *Learning*

We are agile, we co-create and we learn as we move forward. We learn as an organisation, and we learn as an individual. As a young, ambitious private organisation working in a highly complex context, we need people who are curious, dare to make mistakes, learn and improve on a continuous basis.

4 *Entrepreneurship & Client focus*

We focus our efforts on meeting our client's needs. Our people constantly assess the potential of an innovative idea, solution and know how to match the underlying needs of the client to the available high-quality solutions, services and (deal) opportunity.

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5 *Efficiency*

Our processes and procedures are designed to have us work efficiently. Problems can be quickly and easily spotted and corrected. We are cost-savvy and efficient. Our people are geared towards the constant upgrading and optimisation of professional work processes in order to improve our performance.

6 *Diversity & Inclusion*

At Invest International, we believe in the power of diversity. Of people with different backgrounds and qualities who not only motivate but also inspire each other. We want to be a reflection of society. We have room for everyone. Regardless of gender, sexual performance, origin, age or disability. We strive for a balanced employment relationship between you as an employee and Invest International as employer.

7 *Integrity*

We value people that are trustworthy, honest and authentic. We are perceived as a credible trustworthy business partner that others can rely on. Our partners, shareholders and colleagues can count on us to deliver and look after their best interests. We act in a way consistent with what we say. We don't talk about each other, we talk with each other and we treat others like we want to be treated.