



ISIFARMER

Madrid, 8 June 2026

## ISI - JEDI (Justice, Equity, Diversity, and Inclusion)

At ISIFARMER, Justice, Equity, Diversity, and Inclusion are not aspirational ideals but foundational principles embedded in how we build our team, design our technology and grow our business. We are a Madrid-based vertical farming company creating a new kind of food infrastructure - one that produces more with less land, less water, and less environmental costs, and that is deliberately built to be entered by anyone with the drive to grow. That dual mission of sustainable food and inclusive job creation is where JEDI lives for us.

**Our Model and Why It Matters** We work with our urban farmers to provide everything they need to become independent microgreen producers: the materials, the training, and the market connections to consumers. Throughout the entire process we are there to support. Our model is built on shared success - we only do well when our farmers do well, which means our incentives are permanently aligned with theirs.

**Our People** Our team reflects the international, cross-cultural fabric we want our farmer network to embody - with members from the United States, Spain, Iran, and beyond, all working together in Madrid.

**Stakeholders and Power Dynamics** Our urban farmers depend on us to make their income possible - particularly in the early stages. We do not take that dependency lightly. Our restaurant partners and end customers rely on the consistency and integrity of everything that moves through our network. Trust is not automatic and we work actively to maintain it.

We acknowledge that not everyone in our ecosystem holds equal power. Farmers - especially those new to self employment - have limited ability to walk away or push back easily. That asymmetry increases, not decreases, our responsibility toward them.

**JEDI** For us, Justice means making entrepreneurship accessible to those who would not otherwise have a realistic path into it. Equity means the terms we offer - pricing, commission, ongoing support - are fair and transparent, and do not exploit the trust our farmers place in us. Diversity means actively welcoming individuals from all ages, races, religions, socioeconomic

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statuses, and experience into our network, particularly those for whom self-employment has felt out of reach. Inclusion means our farmers are not just participants in our model but have a genuine voice in how it evolves. We design our training and support to be accessible regardless of ability or lived experiences - including working with vulnerable groups such as individuals with Down Syndrome or women who have experienced gender violence - for whom our hands-on, fully supported model creates a real and dignified path to independence.

**Priorities and Accountability** We focus on what we can do well right now: keeping terms fair and transparent for every farmer; providing consistent, hands-on support at every stage; maintaining restaurant relationships that create real stable income; and continuing to lower the barrier to entry so that more people, regardless of education or experience, can participate.

Our executive team holds accountability for these commitments. We set measurable goals, review them regularly, and report on progress transparently to our team and our network. JEDI is not a checkbox but the foundation on which ISIFARMER was built and the standard by which we continue to grow.

We, the undersigned executive team of ISIFARMER, hereby approve the JEDI Commitment Statement dated 8 June 2026 and confirm our commitment to operating in a just, equitable, diverse, and inclusive manner across our operations, products, and communities.

Accountability for overseeing this commitment and ensuring it is reflected in ISIFARMER's policies and practices is assigned to MARCOS ENRIQUEZ, CEO

This commitment will be reviewed annually and updated when evidence requires it.

**Marcos Enriquez**  
**CEO**

Administrador Único y Presidente de ISIFARMER, S.L.

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