



Zero Emissions Fund

Mentor Agreement

Version 1.0, dated April 8, 2026

By registering for and participating in the Zero Emissions Fund (“ZEF”) Investment Program (the “Program”), the mentor (“Mentor”) agrees to the following terms:

1. Program Structure

The Program consists of three phases and follows an “up or out” principle. Only Startup Participants (“Participants”) that successfully complete and pass evaluation in one phase may advance to the next. Advancement decisions are made at the sole discretion of the Program’s Managing Partners. The Program structure, content, timelines, and mentor involvement may be adjusted to improve outcomes for Mentors, Participants, Investors, Partners and ZEF.

2. T&C’s

The Program is facilitated through electronic means, primarily through [The Startup Buddy platform](#). By applying to the Program either through online registration or any other means the mentor accepts the T&C’s of The Startup Buddy Pte Ltd as [published here](#).

3. Obligations of the Mentor

Mentors agree to:

- Make themselves available for at least 4 hours of mentoring support per Participant that they agree to support during the GROWTH and/or INVESTMENT phase(s) of the Program, unless otherwise mutually agreed between Participant and Mentor.
- Share their assessment of the Participant(s) they have worked with during the GROWTH and/or INVESTMENT phase(s) with the Program organizers through an online evaluation or questionnaire.
- Provide accurate, complete, and honest information about themselves, their background and their work as is necessary for successful matching by the Program.
- Act respectfully and professionally towards Participants, investors, partners, and other mentors.

4. Obligations of the Program

The Program organizers agree to:

- To match the Mentor and the Participants to their best ability
- To support the Mentor in their role through The Startup Buddy platform and by answering questions
- To facilitate investment by the Mentor as described in section 5 of this agreement
- To organize events and networking based on the demand of a substantial number of the Mentors
- To acknowledge Mentor contributions through visibility in Program materials, events, or communications, subject to Mentor consent.

5. Investment (Phase 3)

The Zero Emissions Fund (ZEF) runs this investment Program to discover high quality sustainability, green technology, climate tech or decarbonization startups to invest in together with our network of global investors, mentors and partners. The investments made as a result of this Program by ZEF in graduating startups are done after regular market negotiations, termsheet setup, valuation determination, NDA, etc.

- This process can vary based on the stage and geography which the company operates in. Investment will follow EU or Singaporean investment regulations and policies unless this results in a worse investment for both ZEF and the startups.
- ZEF will invest a maximum of up to EUR 75,000.- in cash at the end of the Program in 1 or more companies.
- The investment by ZEF will have a 12,5% discount on the post money valuation which is determined for the entire round of all the investors together.
- The investments by investors who have participated as mentors in the ZEF Investment Program will have a 2.5% discount on the post money valuation which is determined for the entire round of all the investors together.
- Investments by investors who have not participated in the Program can't be offered more favourable conditions for investment as ZEF or the investors who participated for this investment round.
- The due diligence information collected and assessed by ZEF and participating investors as part of the Program will be made available to all investors in the ZEF network interested in investing in the startups under NDA.
- ZEF will in that sense act as the "lead investor". The Participant can decide not to accept investment through the Program. In that case the information collected and assessed as part of the Program and due diligence will be made unavailable to the startup and other investors.

6. Confidentiality & Data Use

- Confidential information shared by mentors will be treated as confidential by the Program team, Participants, partners and investors, and used only for Program purposes, evaluation, or due diligence with potential investors.
- Mentors will treat confidential information they receive during the Program as confidential and will use such information solely for the purpose of participating in the Program, unless otherwise agreed in writing. In case of doubt they check with the Participant Startup of the Program first.
- Mentors consent to the use of non-confidential information (such as company name, logo, and high-level descriptions) for Program marketing, reporting, and communications.
- Public announcements related to fundraising or investment will not be made without prior mutual agreement.

7. Intellectual Property

Mentors retain full ownership of all intellectual property. Participation in the Program does not transfer or grant any IP rights to the Program, Participants, partners or investors.

8. No Partnership or Obligation

Participation in the Program does not create a partnership, joint venture, agency, employment, or fiduciary relationship.

There is no obligation for the Program or any investor to invest, and no obligation for Participants to accept any investment.

9. Termination

The Program may remove any mentor that fails to meet obligations, misses deadlines, provides misleading information, acts in bad faith or violates this Agreement. Violation of this agreement is determined by the Program's Managing Partners. The Program may inform other Program Participants, partners and mentors in case a mentor has clearly acted in bad faith or purposefully broken the terms of this Agreement. Mentors may withdraw from the Program at any time upon reasonable notice to the Program organizers.

10. Limitation of Liability

The Program is not responsible for business, financial, or legal outcomes of mentors.

All decisions made by mentors based on Program input are made at their own risk.

11. No Reliance on Advice

Mentors provide guidance, feedback, and opinions based on their experience. Such input is for informational purposes only and shall not be considered legal, financial, or investment advice. Participants remain solely responsible for their decisions and actions.

12. Conflicts of Interest

Mentors may engage with, advise, or invest in other companies, including those that may be similar to or competitive with Participants. Mentors agree to disclose any actual conflicts of interest where relevant and act in good faith. Participation in the Program does not grant exclusivity to any party.

13. Non-Circumvention

Mentors agree not to intentionally bypass the Program in order to engage in investment opportunities with Participants introduced through the Program on more favorable terms than those offered within the Program framework, unless mutually agreed with the Program organizers.

14. Agreement

Acceptance of this agreement is done through enrollment in the ZEF Investment Program through the online Investment Program or by accepting a first mentoring session that has been facilitated by the Program. By joining the program via the [The Startup Buddy platform](#) with program code **ZeroEmissionsAccelerator** on www.thestartupbuddy.co the mentor confirms that they have read and agreed with the terms.

15. Governing Law

This Agreement is governed by and construed in accordance with the laws of Singapore.