

Diversity: Harnessing the Power of Different Perspectives

We welcome and support employees with varied backgrounds and perspectives. Their contributions help strengthen our Firm, improve our performance, and enhance our investment decisions.

Why Diversity and Inclusion?

We see tremendous value in, and are strongly committed to, having a well-rounded, inclusive workplace – one that includes employees who reflect the investors we serve, the companies and other stakeholders with whom we partner, and the communities in which we live and conduct business.

To help us realize this inclusive workplace, in 2014 we created the Inclusion & Diversity Council (IDC). It includes eight of our senior most people who possess distinctly global points of view, including the Head of Human Resources. This group works with an Advisory Group of 21 diverse executives at various levels across the Firm to drive recruiting, promote retention, and maximize external partnerships.

Attracting Talent

We are working to attract diverse talent at all levels across the organization. To do so, we are leveraging our external partners, monitoring and tracking our efforts, launching initiatives to recruit talent, and introducing candidates to our workplace.

Among these initiatives, we introduced our annual on-site U.S. MBA Diversity Insights Program and U.S. MBA Summer Internship Program. In addition, we rolled out workshops globally to open up dialogue about diversity's role in driving performance. These workshops also created opportunities to share internal best practices, helping us rethink and begin to adjust the ways we evaluate candidates and make hiring decisions.

As inclusion and diversity have been added as formal components of our Firm's annual strategic planning process, we have increased Member and business leader accountability for tangible progress and results. Leaders now have ownership for tracking diverse candidate slates during recruiting, and there is greater personal engagement in hiring decisions at all levels of seniority. In 2016, we positively moved the needle in terms of representation of women and ethnic minorities at the Firm.

RETAINING DIVERSE TALENT

KKR seeks to not only recruit diverse talent, but retain it as well. One way we accomplish this is by reinforcing KKR as a family-supportive employer of choice. The Inclusion & Diversity Council, in partnership with the Advisory Group, has created a series of initiatives designed to provide support for employees who are parents. KKR has taken a number of substantive actions, including:

-  Extended paid leave for primary caregivers to a minimum of 16 weeks¹
-  Implemented a firm-paid Childcare Travel Program
-  Launched a Parental Leave Executive Transition Program primarily for investment professionals and their managers to support parental leave transitions
-  Continued to improve lactation support and resources for new mothers
-  Added adoption reimbursement benefits for all U.S. employees and will continue to expand that benefit globally

¹ KKR's minimum commitment to paid leave for primary caregivers is 16 weeks. Additional paid or unpaid time varies by country.

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We believe that diversity drives success and improves our competitive advantage. This focus is helping us attract, develop, and retain the best possible talent.

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Michael Michelson
KKR Member, Private Equity
Chair, Inclusion & Diversity Council

Cultivating Partnerships

In an effort to enhance our diversity practices, brand, and recruiting capabilities, we have identified and partnered with several leading diversity organizations. We seek to leverage our relationships with these organizations to access diverse talent, broaden our network and prospective stakeholder base, and brand the Firm in the marketplace.

WOMEN'S ORGANIZATIONS

- 100 Women in Finance
- Alternative Investments Forum
- Level 20
- Private Equity Women Investor Network (PEWIN)
- The Women's Foundation Hong Kong
- Women's Alternative Investment Summit
- Women's Private Equity Summit

DIVERSITY AND INCLUSION ORGANIZATIONS

- Center for Talent Innovation
- Management Leadership for Tomorrow
- Out for Undergraduate Business
- Out on the Street
- Reaching Out MBA
- Sponsors for Educational Opportunity
- The Robert Toigo Foundation

External Recognition

We are pleased to have been recognized for our commitment to enhancing our diversity and inclusion efforts. It is early in our journey, with opportunity for continued progress.

WORKPLACE AWARD

The Dave Thomas Foundation for Adoption

KKR was recognized by The Dave Thomas Foundation for Adoption in 2015 and 2016 as one of the Best Adoption-Friendly Workplaces and one of America's Most Foster-Friendly Employers.

LGBT POLICY SCORECARD

Human Rights Campaign Corporate Equality Index

In 2016, KKR received a 100 percent score from the Human Rights Campaign's (HRC) Corporate Equality Index, a national benchmarking tool, for the Firm's Lesbian, Gay, Bisexual, and Transgender (LGBT) policies.

CGI COMMITMENT

The Working Parents Support Coalition

As part of our involvement with the Clinton Global Initiative (CGI), KKR became a founding member of The Working Parents Support Coalition, a group of companies committed to instituting policies to improve health, development, and economic outcomes.

Important Information

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