

## KKR Citizenship: Our Impact on Communities

*The ways in which we engage with our employees and impact our communities are critical components of our long-term growth and success.*

Good governance and a strong culture of citizenship play important roles in both the foundation and the future of our Firm. KKR's citizenship platform is designed to harness the enthusiasm, commitment, and potential of our employees to better support nonprofit organizations and community causes.

### Promoting Community Service

We empower employee community service by sharing information, providing access, and supporting contributions that benefit our shared communities.

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**KKR Gives Back: 40 for 40**  
 Employees are encouraged to contribute up to 40 hours of paid community service during the year of our Firm's 40th anniversary. See reverse for more details.
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**Nonprofit Board Service Opportunities**  
 We placed more than 40 KKR executives on nonprofit boards since 2015 as well as additional employees in mentorship programs, providing ongoing engagement and partnership.
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**Employee Matching Gift Program**  
 KKR matches employee donations to eligible nonprofit organizations dollar for dollar up to \$4,000 per employee.
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**KKR Speaker Series**  
 This ongoing series introduces our executives to new organizations and thought leaders and connects them with opportunities for community involvement.

#### CITIZENSHIP AND WORKPLACE CULTURE

Driving a strong, smart culture is critical to our success and reputation. As our employee population has grown and changed, we have focused even more resources on building a workplace centered on excellence.



**Embracing Diversity**  
Employees with varied backgrounds, perspectives, skills, and experiences strengthen our teams and our investment decisions.



**Employee Well-Being**  
Our commitment to provide exceptional health care, wellness, and work-life flexibility options for our employees is strategically aligned with Firm priorities.



**"Greening" Our Operations**  
We are working to enhance the environmental impact of our growing footprint through strategic operational changes and employee engagement.



**Making Work Fun**  
KKR aims to be an employer of choice, offering social events and occasions for employees to socialize and build relationships outside of the office.

### OUR PHILANTHROPY

Globally, KKR has donated \$11.2 million to charitable organizations through the KKR Charitable Gift Fund since 2005. In addition, the KKR Employee Matching Gift Program has provided nearly \$2 million to nonprofit organizations across the globe since its launch in 2013.

The Firm's commitment to philanthropy is shared by our founders, Henry R. Kravis and George R. Roberts, who are both actively engaged in leading nonprofits in their respective communities.

The Henry R. Kravis Prize in Nonprofit Leadership recognizes excellence in the nonprofit sector through an annual grant awarded for extraordinary leadership.

REDF, an organization founded by George R. Roberts, provides equity-like grants and business assistance to nonprofits in California and creates jobs and employment opportunities for people facing the greatest barriers to work.

## A New Way to Give Back



During 2016, our 40th anniversary as a firm, we further supported employee efforts to give back to their communities by launching a program called KKR 40 for 40. Each employee globally is provided up to 40 hours of paid volunteer time to use at nonprofits in their community. To amplify our impact, we encouraged employees to focus their efforts on employment and community development, health and education, and the environment.

Employees can structure their time how it best suits them and can give hours to as many or as few nonprofits as they wish. More than 400 employees have participated in KKR 40 for 40 since its launch, committing nearly 5,000 hours to nonprofits around the world. We shared stories on this effort throughout the year through our website and social media accounts. We invite you along on the journey by visiting [kkr.com/responsibility/citizenship/kkr-40-40](http://kkr.com/responsibility/citizenship/kkr-40-40) or using the hashtag #KKR40for40.

## Promoting Impact Investment With Pro Bono Consulting Services

As a way to engage with impact investing, KKR provides pro bono consulting services to social enterprises – businesses that put social impact on a par with or ahead of financial impact. Since 2013, employees from KKR and KKR Capstone<sup>1</sup> have provided financial, operational, and analytical expertise to three organizations in Asia: East Bali Cashews, Glovax Biotech Corporation, and Banyan Nation.<sup>2</sup>

This effort expanded to the United States in 2016 to engage more KKR employees and further harness the power of social enterprises around the world. Employees provided business guidance and broader strategic advice to New York-based social enterprise Piece & Co. and Los Angeles-based nonprofit Homeboy Industries.<sup>3</sup>

To help ensure that we adhere to best practices and to maximize our effectiveness, we partner with leading impact investing firms, including the Global Impact Investing Network, Impact Investment Exchange Asia, Impact Investment Shujog, and Tideline.

### CASE STUDY



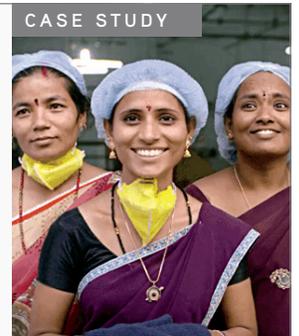
#### East Bali Cashews, Indonesia, 2013<sup>2</sup>

In 2013, KKR partnered with Impact Investment Exchange Asia (IIX) and Impact Investment Shujog (Shujog) to support East Bali Cashews (EBC), Bali's first large-scale cashew processing facility. This work enabled EBC to raise more than \$2 million, which it used to expand operations and update machinery. KKR's assistance enabled EBC to create long-term value for the company and community, and, in 2016, EBC was recognized with the U.S. Secretary of State's Award for Corporate Excellence.

#### Banyan Nation, India, 2015<sup>2</sup>

KKR's third pro bono impact investing assistance project supported the social enterprise Banyan Nation, which strives to root out inefficiencies in India's recycling value chain. Working with IIX and Shujog, KKR executives helped Banyan Nation secure \$800,000 in funding. The social enterprise increased its factory workforce and expanded its facilities in 2016.

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#### Piece & Co., United States, 2017<sup>3</sup>

Piece & Co. seeks to create sustainable employment opportunities for female artisans in the developing world who produce high-quality, sustainable textiles and products. KKR and KKR Capstone<sup>1</sup> provided pro bono assistance to help expand Piece & Co.'s market, streamline operations, and develop a strategic plan to scale the business. Piece & Co. is now positioned for growth that would quadruple income to artisans to \$3.5 million.

<sup>1</sup> KKR Capstone is not a subsidiary or affiliate of KKR.

<sup>2</sup> East Bali Cashews, Glovax Biotech Corporation, and Banyan Nation are not KKR portfolio companies. Relevant information and data are as of December 31, 2015.

<sup>3</sup> Piece & Co. and Homeboy Industries are not KKR portfolio companies.

### Important Information

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