

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 60 KKR executives on nonprofit associate boards since 2015. Through these roles, they interact in a meaningful way with key nonprofits and the populations they serve.
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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.

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Embracing Diversity
 Employees with varied backgrounds, perspectives, skills, and experiences strengthen our teams and our investment decisions.
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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.
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"Greening" Our Operations
 We are working to enhance the environmental impact of our growing footprint through strategic operational changes and employee engagement.
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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 \$12.1 million to charitable organizations through the KKR Charitable Gift Fund since 2005. In addition, the KKR Employee Matching Gift Program has matched approximately \$2.8 million to more than 550 nonprofit organizations across the globe since its launch in 2013. In 2017, we improved the matching platform and enhanced internal communications. As a result, employee participation nearly doubled, rising from 27 percent in 2016 to 52 percent in 2017.

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.

Giving Back in a Big Way



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 introduce our employees to volunteer opportunities, we hosted two Nonprofit Networking Events in 2017 that brought together nearly 50 nonprofits and more than 200 U.S. employees.

Employees can structure their time how it best suits them and can give hours to as many or as few nonprofits as they wish. Approximately 650 employees have participated in KKR 40 for 40 since its launch, committing more than 7,000 hours to nonprofits around the world. We share 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 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 Capstone¹ have provided financial, operational, and analytical expertise to three organizations in Asia: East Bali Cashews, Glovax Biotech Corporation, and Banyan Nation.²

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.³

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, 2013²

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, 2015²

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.

CASE STUDY



CASE STUDY



Piece & Co., United States, 2017³

Social enterprise Piece & Co. is a company forging long-term partnerships with artisan groups and small businesses around the world to create a global supply chain of sustainable textiles and jobs. KKR and KKR Capstone¹ provided pro bono assistance to help expand Piece & Co.'s market, streamline operations, and develop a strategic plan to scale the business. The KKR plan positions Piece & Co. for growth that, if pursued, has the potential to quadruple income to artisans to \$3.5 million.

¹ KKR Capstone is not a subsidiary or affiliate of KKR.

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

³ Piece & Co. and Homeboy Industries are not KKR portfolio companies.

Important Information

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