

The KKR Experience: Building a Better Workforce

We are focused on creating the strongest possible workforce and culture by providing our employees with an unparalleled professional experience.

At KKR, we strive to attract, develop, and engage the strongest possible talent in order to create positive outcomes and experiences for our Firm, investors, and stakeholders. We aim to provide a dynamic culture and exceptional workplace that enables employees to thrive professionally and personally.



Workplace Culture

Our Firm's values, set out by our founders 42 years ago, underpin all that we do. Our culture is a critical part of our success. Today, our workplaces are being designed to support flexibility, spur innovation, and build community. And, increased internal communications support transparency and employee engagement.



Core Business

KKR is a pioneer in the private equity industry. We strive to do business in a way that is flexible, creative, and rigorous. When people join KKR, they have access not only to unparalleled investment opportunities, but also to a network of exceptional peers and professionals.



Career Development

To cultivate the most engaged and impactful workforce, we invest in employee training and development. Employees receive mentoring and performance feedback from managers and team members along with skills-based development workshops.



Citizenship

Citizenship helps to make KKR a dynamic and exceptional place to work. It encompasses how we engage with our employees and communities and how they in turn engage with each other. We believe it is integral to the KKR Experience. It can create real value for us as a company, for our employees, and for the communities we all share.

Driving Diversity for Better Results

Becoming more diverse and inclusive is a strategic imperative for KKR because we believe it can maximize our performance and produce better results. In 2014, we created the Inclusion & Diversity Council. Since then, we have made significant strides, all the while knowing there is still much work to be done:

- ✓ Scored 100 percent on the Human Rights Campaign's (HRC) Corporate Equality Index for the third consecutive year
- ✓ Joined the CEO Action for Diversity & Inclusion, with Co-Founders and Co-CEOs Henry R. Kravis and George R. Roberts committing to this pledge
- ✓ Launched the KKR Inclusion Network to bring our employees together across regions and offices to foster greater inclusion and celebrate diversity the diversity of our workforce

KKR WELLNESS AT WORK

KKR is committed to providing best in class health and wellness support for our employees. KKR's Wellness Works program intersects with our desire to foster a diverse workplace by reinforcing KKR as a family-supportive employer of choice. KKR has taken a number of substantive actions, including:

- Extended paid leave for primary and non-primary caregivers to a minimum of 16 weeks¹
- Launched Parental Leave Executive Transition support to better assist new working parents
- Implemented a firm-paid Childcare Travel Program and added adoption benefits for all U.S. and London employees
- Provide reproductive health coverage, mental health coverage, and alternative medicine coverage for our employees

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

KKR Citizenship: Creating Community Impact

The way we engage with our employees and communities creates meaningful impact not only for them, but also for our Firm as a whole. Strategic philanthropy, strong partnerships, and robust employee programming drive real value for our Firm and our stakeholders.

Our Contributions to a Stronger Society



Promoting Workforce Development

As the investor behind countless goods and services and an employer of close to one million people, our Firm has an interest in promoting healthy economies. When it comes to ensuring a strong and productive workforce for tomorrow, we want to be part of the solution.



Supporting Public Servants

Our business model is dependent on the livelihood of public and civil servants including teachers, police officers, firefighters, and city workers. These individuals are not only our clients, but they are the cornerstones of our communities, keeping us all safe and well. Their support of our business inspires us to support them in turn.



Giving Back Through KKR Cares

Our employees are our biggest asset. We recognize that today's employees are more than their job titles or inbox traffic. KKR creates meaningful internal programs designed to celebrate our employees and support them in giving back to the causes they care about most. Learn more about these offerings in the sidebar at right.

DEEPENING OUR EMPLOYEES' IMPACT

Through KKR Cares, we help employees establish connections, create strong impact, and expand their horizons. KKR Cares inspires and enriches our employees' professional and personal lives through three core components.

- The **Employee Matching Gift Program** matches employee donations dollar for dollar up to \$4,000 per employee annually. Since its launch in 2013, the program has matched nearly \$3 million to more than 550 nonprofit organizations.
- **KKR 40 for 40** grants employees 40 hours of paid time annually to volunteer at community projects and nonprofit organizations that are meaningful to them.
- **Nonprofit board leadership and pro-bono consulting projects** allow our employees to use their talent and skill, not just their time. To date, we've run seven technical assistance projects for social enterprises around the world. We've also placed KKR executives on associate and governing boards, allowing them to interact in a meaningful way with their communities.

Employees
volunteered
9,000+
40 for 40 hours

60+
employees placed
on nonprofit
boards

16+
strategic nonprofit
partners

PARTNERSHIP IN ACTION

Girls Who Code: Closing the Gender Gap

In the United States, KKR partners with Girls Who Code, a nonprofit working to close the gender gap in technology. We are providing financial support and leveraging our global resources and network to help grow the organization. In addition, KKR portfolio companies First Data and GoDaddy each sponsored a Summer Immersion Program, which provided nearly 40 girls with seven weeks of free, immersive instruction in web development, design, robotics, and mobile development.



Important Information

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