

Investcorp's Diversity, Equity and Inclusion Policy

Investcorp is committed to encouraging Diversity, Equity and Inclusion (DEI) among our workforce, and eliminating discrimination within the workplace.

Our human capital is the most valuable asset we have at Investcorp. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, our reputation and our business achievements as well. We embrace and encourage our employees' differences that make our employees [and our workplace?] unique.

The aim is for our workforce to be truly representative of all sections and differences presented in society, and for each employee to feel respected and heard and to be able to give their best. Investcorp wants to cultivate a safe working space for all employees.

This is why, at Investcorp, we hold ourselves accountable to adhere to the following 4 DEI standards:

- **Adaptability:** Continuously adapting to our ever-changing communities globally. Being aware of peoples' needs and tailoring results to help achieve their needs.
- **Authenticity:** Being authentic to our mission and vision. We strive to create the best place to work, and in turn we continuously aim to better ourselves and our performance.
- **Impartiality:** Distributing resources based on needs of our employees and exemplifying fairness.
- **Inclusion:** Encouraging collaboration, flexibility, and a sense of belonging within the organization. Creating an open environment where all employees can participate and contribute to their full potential.

Purpose of our DEI policy

The purpose of our DEI policy is to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time and to make our commitment to DEI transparent and accessible to all.

We embrace and encourage our employees' differences in age, disability, gender, gender identity, sexual orientation, marriage and maternity, nationality and ethnic or national origin, religion or belief, educational background, and other characteristics that make our employees unique.

We oppose and avoid all forms of discrimination [. This includes in:] [with respect to?] pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.

Our commitments

In order to foster an inclusive work environment and counter any form of discrimination Investcorp commits to:

1. Promoting and encouraging DEI within the workplace as they are good practice, make business sense and increase profit within an organization.
2. Creating a working environment free of bullying, harassment, and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued. This commitment includes training managers and all other employees about their rights and responsibilities under DEI policy. All employees are responsible to provide equal opportunities in employment, and prevent bullying, harassment and discrimination.
3. Taking complaints of bullying, harassment, and discrimination by fellow employees seriously in the organization. Such acts will be dealt with as misconduct under Investcorp's disciplinary procedures, and appropriate action will be taken.
4. Making equal opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the efficiency of Investcorp. DEI workshops will be offered to help teams understand and grasp the important topics of DEI such as unconscious bias, intersectionality, privilege, etc. Continuous learning and cultivating a growth mindset are crucial for all employees to help them further progress.
5. Reviewing and enhancing employment practices and procedures when necessary and where possible to ensure fairness.
6. Monitoring the make-up of the workforce regarding demographic information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging DEI at Investcorp, and in meeting the aims and commitments set out in our DEI policy. Only by measuring and monitoring will we be able to progress against our goals and support minority groups effectively.

In order to ensure that diversity, equity and inclusion is consistently promoted in the workplace and aligned with industry best practices we will review this policy, and any supporting action plan, on an annual basis.