Making progress on our goals (cont.)



People and culture

OUR CURRENT GOALS	Attract the best people, foster an inclusive and diverse global workforce while promoting health and wellness for all employees	Support all in-scope investee companies in their pursuit of more diverse and equitable businesses	Engage with meaningful social and educational advancement initiatives in communities where we invest and operate
PROGRESS SO FAR	Building momentum Recruitment and diversity policies making a difference; expanded health	Laying the groundwork Engagement with investee companies in progress	On track Mentorship and development programs expanding across the firm
	and wellness initiatives		
WORK TO DATE	 Appointed a Head of Diversity, Equity and Inclusion and expanded resources dedicated to delivering related initiatives 	 Engaged senior leaders of investee companies to demonstrate the value of diverse workforces Held workshops with HR professionals of investee companies to prompt discussion and share best practices on diversity initiatives Designed and piloted a proprietary DEI maturity framework with select investee companies and created tailored action plans for participants 	 Continued longstanding support of key educational advancement programs globally, engaging with students through experience days and in-person workshops Provided opportunities for young professionals to gain valuable experiences through Investcorp's internship programs Launched internal mentorship initiatives to support career progression and enhance personal growth of our employees Provided support for professional development through external training providers
	 Implemented a diverse recruitment policy and partnered with search firms to support recruitment from 50% diverse candidate pools 		
	 Established employee affinity groups to support personal and professional growth of our people 		
	 Enhanced company health and wellness policies and introduced new benefits for women and employees who are also caregivers 		
	 Collected KPIs to assess progress against our goals, promoting transparency through public disclosures 		
	 Implemented and published a firmwide diversity policy 		
	 Established the Inclusion Council, ensuring localized support for DEI initiatives across our regions 		