

The Carlyle Group Diversity Policy

Diverse teams and experiences bring tremendous value to our firm and the alternative asset industry. The Carlyle Group cultivates an environment rich in different backgrounds, perspectives and experiences.

We recognize that we will ultimately have more success with a team that not only is diverse, but one that values that diversity and leverages it as a competitive advantage. That is why we are committed to growing and cultivating an environment rich in different backgrounds by recruiting, developing and retaining women and men of all ethnicities, sexual orientations, gender identities, gender expressions, generations and life experiences. It is an environment that welcomes people with a variety of perspectives, people who provide unique lenses through which to view potential deals.

Carlyle's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, social and community volunteer programs, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees at Carlyle have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.