Who We Are
The Carlyle Group is a global alternative asset manager with 1,575 employees in 31 locations across the globe. Founded in 1987 in Washington, DC, Carlyle now manages more than $200 billion across a wide variety of alternative asset classes. In the United States, our portfolio companies proudly employ 142,000 people working in major sectors such as health care, industrial, consumer and retail, technology, transportation and aerospace, and government services.

At Carlyle, we hold ourselves to the highest ethical standards throughout the firm. We value an environment rich in different backgrounds, perspectives and experiences. Our diverse teams bring a tremendous variety of ideas, insights and value to our employees, companies and our investors.

We believe that a supportive and inclusive culture is a competitive advantage that best enables us to attract a fully diverse team across geographies, strategies and functions. It makes us better investors and better stewards of our limited partners' capital, which in turn strengthens our business to the benefit of our unit holders.

We seek diversity of experience, thought, culture, race, ethnicity, gender, sexual orientation and generations.

We have a vision that is backed by action, and our programs are refined through measurement and a culture formed through consistency of message and behavior. This approach has enabled Carlyle to make real progress in our diversity and inclusion efforts. Our efforts are ongoing, and we understand that diverse teams are a crucial part of success.

Programs, Process, People and Partnerships
In 2013, we established our Diversity & Inclusion Council, among the first of its kind in the alternative investments industry. The mission of the 18 leaders of the Council is twofold:

• To foster an environment of inclusiveness for diversity in all forms, to enhance our collaborative One Carlyle culture and, ultimately, to make better business decisions; and
• To enable Carlyle to attract, hire, motivate and retain the most talented professionals in the world.
We track a range of key performance indicators on diversity and inclusion. These include:

- **All Global Employees**
  Men 59 percent, women 41 percent

- **Spotlight on Women**
  We have focused on building a pipeline of great talent, including female investment professionals, and continue to refine and improve how we recruit, mentor and advance women at Carlyle. There are currently 85 senior-level women at Carlyle in our top three job classification levels, which represents 20 percent of all senior-level executives globally. Our female leaders work throughout the leadership of the firm, including managing investment teams such as US Buyout, Asia Buyout, Credit, Direct Lending, Solutions and Sub-Saharan Africa. Other female senior executives include Carlyle’s Head of Global IT, Head of Global Tax, Chief Accounting Officer, Global Head of Fund Management, Chief Human Resources Officer and General Counsel for Global Investments.

We believe our human resources strategy, including the creation of a Carlyle Chief Diversity Officer, will continue to increase senior female leadership representation.

Our processes reflect our culture, and we mandate a diverse slate of candidates for new hires. We also prioritize greater diversity for our portfolio company executives and board of directors. This is a key area where we expect to make considerable progress in the coming years.

- **Entering Associate Hiring**
  In 2017, we completed the hiring of our 2018 incoming U.S. Corporate Private Equity 2-Year Associate class, which will be 64 percent diverse by gender and race. Our incoming two-year associate class has been at least 50 percent diverse in each of the past four years. Our goal is continuous improvement in building a pipeline of diverse talent.

- **Employee Resource Groups**
  With seven Employee Resource Groups (ERGs), Carlyle’s community of inclusion and respect fosters collaboration and community throughout the firm. These ERGs include the following: Women (DC and NYC), Multicultural, LGBTQ, Veteran’s, Working Parent’s and Young Professionals.

  In 2017, Carlyle sponsored 27 ERG events and has sponsored more than 118 events since its inception, including professional development, speaker series, networking and recruiting events.

- **Global Mentoring Program**
  Our Diversity & Inclusion Council sponsors Carlyle’s global mentoring program, which has had more than 500 participants from every corner of the firm in the three years of its existence.

**Statistics**

- U.S. Corporate Private Equity Entering Associate diversity (gender and race) more than 50 percent each of the last five years, with the 2019 class at 63 percent
- U.S. Corporate Private Equity Senior Associate gender diversity at 100 percent for the 2018 incoming post-MBA class
- 23 percent — women in senior positions (Principal-Partner) in the United States (industry average: 9 percent)
- 45 percent — overall hiring diversity (gender and race) in 2017 Analyst – Partner levels in the United States
- 40 percent — overall population diversity (gender and race) analyst–partner levels in the United States

Corporate Initiatives
- 100 percent score on the Human Rights Campaign Corporate Equality Index
- Corporate signatory of the CEO Action for Diversity & Inclusion (the largest CEO-driven business commitment to advance diversity and inclusion in the workplace)
- Carlyle’s 12-member Board of Directors features two women and two African Americans
- Savoy Magazine named Carlyle Directors Janet Hill and Anthony Welters to its list of 2017 Most Influential Black Corporate Directors

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