



Blue Wolf Capital
3 World Trade Center
175 Greenwich Street, Floor 65
New York N.Y. 10007
T: 212 488 1340
F: 917 677 8233
bluewolfcapital.com

Blue Wolf Capital Partners Diversity, Equity, and Inclusion Policy

Blue Wolf Capital Partners (BWCP) has established the Diversity, Equity, and Inclusion (DEI) Committee to implement the firm's overall goal of building balanced teams, where all members of our team have the work environment and the resources to perform at their best and experience a sense of fairness and belonging. As part of achieving that goal, we aim to exceed industry benchmarks¹ on diversity at all levels of employment within the firm, including operating partners and strategic advisors. We also intend to enhance leadership diversity at our portfolio companies, focusing on management team and Board members.

The firm's approach to DEI is informed by the following definitions:

- Diversity: underrepresented groups in private equity, including women, and all racial and ethnic minorities and LGBTQ people.
- Equity: all people have fair access, opportunity, resources, and power to thrive.
- Inclusion: the actions by a company taken to understand, embrace, and leverage the unique strengths and facets of identity for all individuals so that all feel welcomed, valued, and supported.

The firm has set the following DEI objectives:

- We are aiming to exceed industry average gender and ethnic diversity at the firm and to interview more than 30% diverse candidates on all Blue Wolf searches.
- We are focused on increasing employee retention and have committed to talent management and culture-building initiatives, which includes annual DEI-training, for all our employees.
- At our portfolio companies, we are striving to interview at least 30% diverse candidates on all formal searches for Board members, and we are implementing a Board diversity rule on our new platforms, similar to those proposed by NASDAQ and the state of California, which is to have one female and one ethnic/racial minority and/or LGBTQ Board member².
- Across our portfolio company management teams, we are aiming to interview at least 25% diverse candidates on all portfolio CEO and CFO searches.

In order to achieve these objectives, the DEI Committee annually identifies and implements a set of initiatives on talent acquisition and management, benefits and policy changes, culture-building and social activities, training and development, and internal and external communications and partnerships. The firm engages external partners, such as Toigo Foundation, PEAK, and top MBA programs to attract, develop and retain top diverse talent.

BWCP is committed to accountability to our DEI objectives with a focus on transparency in reporting progress on our DEI objectives and initiatives regularly to the firm and with integrity to our investors. Blue Wolf will:

- Report on the progress of DEI initiatives to our investors and key stakeholders
- Continue to facilitate the annual collection of DEI metrics and benchmarking against its peers in the industry

Updated and Issued December 23, 2021

¹Based on annual peer benchmarking of firms with comparable AUM, industries, and investment strategy firms using Prequin database.

²Subject to the limitations of available talent within the required industry that meet the specifications.