

COMGEST GROUP DIVERSITY & INCLUSION STATEMENT

MAY 2021



FOUNDED ON DIVERSITY AND INCLUSION

Comgest's founders designed our partnership as a workplace where colleagues have the autonomy and freedom to express themselves, play their part and fulfil their potential. This has progressed over time and our partnership culture has enabled us to foster strong internal values that embrace diversity and inclusion. These values include Courage, Care, Partnership, Quality and Integrity. We believe in the importance of diversity and inclusion, for the benefits for our clients, colleagues, business and for a better global society.

Our founders, quite famously, loathed hierarchy. They wanted to create a very flat and entrepreneurial organisational structure where, as a group of co-owners, everyone would feel free to participate, debate and challenge, across teams and areas of the business regardless of age, gender, ethnicity, disability, LGBT+ or any other visible/non-visible characteristics.

Comgest is a firm built by generations of employee-owners who cared about far more than financial results - they cared about instilling a shared purpose and wellbeing.

We seek to provide fair treatment and equal opportunity for all. We have over 30 nationalities represented amongst our 200 employees with a near 50-50% split across gender. We believe diverse teams, with broad and challenging views, tend to produce better outcomes precisely because the decision process is harder and they tend to explore more options.

It is both our ambition and responsibility to build on those balancing foundations, to be free from discrimination, to ensure that our clients, colleagues, and business' partners can have the opportunity to bring their whole self, both personal and professional, to work together for improved outcomes.



Arnaud Cosserat, CEO

DIVERSITY AND INCLUSION STATEMENT

At Comgest we embrace and celebrate the benefits that can come from a clear and embedded approach to diversity both internally and externally. We consider diversity and inclusion as a key element to (our) success.

Therefore, we are working to:

- 1) Ensure that diversity and inclusion is woven across the DNA of our partnership;
- 2) Embrace, foster and promote, an inclusive environment for all forms of diversity both internally and externally with stakeholders;
- 3) Recognise the true value that difference brings in creating a resilient and innovative business;
- 4) Nurture courage by facilitating an open forum that provides all individuals with a clear voice at the table, that is both heard and respected;
- 5) Encourage actionable initiatives from individuals to enhance our business and partnership; and
- 6) Acknowledge that there is always opportunity to improve, and that we must continually evolve our practices through learning, including learning from mistakes.

In striving for the above we will help secure the sustainability of our partnership, help attract and retain a diverse workforce and deliver better outcomes for our clients and society.

ACTION ACROSS THE FIRM

At Comgest we have formed a 'Diversity and Inclusion Working Group' comprised of six individuals from across the firm to act as an advisory body. The Working Group works with the business to identify areas of opportunity and to facilitate work streams and training. It reports out on priorities and progress.

Additionally, we have created the Comgest Foundation which contributes to community projects around the world. Staff members have the opportunity to be personally involved in furthering projects that support education, empowerment and inclusion.

As a partnership we acknowledge that there is a need for continued development across the industry. As long-term owners of Comgest, we are determined to pass along the company to the next generation in a better shape than when we first invested ourselves. Our most valuable asset is our employees. By recruiting, training and retaining a diverse team in an inclusive culture that embraces difference, we believe we will benefit our clients, our partnership and society at large.