



## **Diversity, Equity and Inclusion (DEI) Mission Statement**

Innovation, Integrity and Teamwork have been the guiding values of Kimmeridge since its inception. Innovative teams with diversity of thoughts, backgrounds and experiences enable the firm to develop creative strategies and achieve better outcomes. Kimmeridge maintains integrity in all decisions and understands the long-term value of being environmentally and socially responsible. Teamwork is essential at Kimmeridge and creates the internal and external trust and support needed to quickly respond and adapt to the changing world. These values provide the foundation for Kimmeridge's culture of dignity, respect, and inclusivity. We believe both strategy and organizational culture are critical to overall success; thus, Kimmeridge is not only committed to leading the global transition to net zero but is also committed to leading the industry with diversity and inclusion efforts.