

Diversity & Inclusion Statement

Kabouter fosters diversity and inclusion through its commitment to equal opportunity and an inclusive meritocracy for all hiring, retention, compensation and promotional decisions and practices. Employment opportunities at Kabouter are, and shall continue to be, open to all qualified applicants on the basis of their experience, aptitudes and abilities. Ongoing employment and advancement at Kabouter are based on an individual's achievement, performance, ability, dedication, professionalism, potential for promotion and Kabouter's needs.

Kabouter does not discriminate in any of its employment policies or practices based on race, color, sex, pregnancy, religion, national origin, age, disability or sexual orientation or on any other basis prohibited by applicable law. Further, the organization supports continuing education and training for all employees and encourages pursuit of advanced education and industry certification, as well as ongoing participation in relevant programs, events and conferences.

Diversity is valued at Kabouter and broadly defined to include not only gender, race, and ethnicity, but also skillset and background. Kabouter's success is largely dependent on all of our employees working together as a team as this approach to diversity gives Kabouter the flexibility and cultural depth to identify and understand the unique cultural and structural aspects of doing business in international markets. The team collectively speaks over a dozen languages and has lived in many of the countries and regions where Kabouter invests. We believe the team's diversity, combined experience, and extensive network of contacts is a significant advantage in identifying companies that benefit from cultural and geographic trends and aids in our implementation of friendly engagement initiatives with local management.

Kabouter is committed to building a diverse talent pipeline through its participation in diversity-focused events and its ongoing relationships with professional organizations and hiring firms that support minorities and women, such as New America Alliance (NAA), Asian Americans Advancing Justice (AAAJ), Angeles Investors, and The Alumni Society, and who value the obligation to incorporate these factors into their own membership base and candidate sourcing pools. Members of the Kabouter team also attend industry conferences, such as the CalPERS and CalSTRS Diversity Forum, to share ideas and learn best practices.

In 2021, Kabouter began partnering with New America Alliance Institute (NAA) and their Pathway Fellowship Program to host a high school student for a summer externship. This program helps create equitable pathways for students to foster the next generation of diverse talent in finance and recognizes the importance of building this pipeline early.

Kabouter also commits to pursuing connections at colleges and universities and sponsorship of on-campus student business organizations that promote the role of women and minorities in business and emphasize the importance of an inclusive work force. Further, Kabouter encourages its employees to personally participate in organizations that emphasize diversity and inclusion and as such, are currently represented in the business community through diverse organizations such as Women Investment Professionals (WIP) and the Association of Asian American Investment Managers (AAAIM). Kabouter also supports outside minority-sponsored organizations through its participation in roundtable discussions, public speaking engagements, and national advisory councils.

In 2020, Kabouter launched an informal Women's Mentoring Program as a way to build a sense of community and connection for its female employees. The goals of the program include deepening members' industry knowledge and skillset, encouraging professional development and supporting growth, and providing a safe space to share ideas and discuss challenges.

In addition to those diversity-related initiatives mentioned above, Kabouter seeks to partner with diverse service providers and vendors when possible and currently has direct trading relationships with two minority brokerage firms, Loop Capital, LLC and Cabrera Capital Markets, LLC.

Finally, Kabouter partners with external content providers to create customized DEI content for annual employee training. This training covers unconscious biases, allyship, and subtle acts of exclusion, while engaging employees in scenario-based exercises intended to help them better associate learned content with real-world examples.

Kabouter's diversity and inclusion efforts are monitored by Senior Leadership on an ongoing basis with the goal of sustaining an inclusive workplace culture where all team members are respected and valued for their knowledge and contributions.

Kabouter is recognized as a minority owned firm by both the State of Illinois and City of Chicago; furthermore, 80% of the firm's top management is represented by minorities and 69% of the firm is currently represented by minorities and women.