



## DIVERSITY CHARTER

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## 1. DIVERSITY AS A STRENGTH

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Diversity is key to building a sustainable and durable firm and Quadrille Capital, values the diversity of its team. Indeed, diverse firms attract and retain higher quality talents and ultimately benefit investors.

Quadrille Capital is committed to creating a working environment that is fair and flexible; promotes personal and professional growth and benefits from the capabilities of its diverse workforce, regardless of gender, gender identity, ethnicity, religion and social background.

The Management of Quadrille Capital has therefore adopted diversity policy as one of its key initiatives.

As a signatory of the France Invest Gender Equality Charter, Quadrille Capital committed to targeting the following objectives :

- In the investment teams:
  - Women should represent 25% of the persons with responsibility for investment committee decisions by 2030 and 30% by 2035;
  - Women should make up 40% of investment teams by 2030
- In investee companies with more than 500 employees:
  - Women should hold at least 30% of the seats on executive committees by 2030.

Achievements as of 2021 within Quadrille Capital:

- ⇒ **27% senior team members are women**
- ⇒ **33% of new hires in 2021 were females**
- ⇒ **50% of promotions in the investment team were female**

## 2. DEVELOPING AND RETAINING TALENTS

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Quadrille has a strong innovative and entrepreneurial culture. The Firm supports internal career progression and expects mid and junior level professionals to become the future leaders of the Firm.

The Firm places a high degree of emphasis on the quality and fluidity of communication across teams, striving to cultivate a highly integrated, entrepreneurial and consistent culture. The Firm encourages cross-staffing and taskforce creations that include team members across the investment, finance, operational and investor relations team. Exposing junior and mid-level resources to projects that are broader than their specific function develops their potential as professionals and their awareness of the different dimensions of running and growing a business.

Quadrille places great importance in developing talent internally in order to ensure the continued growth in the number of professionals who can source, execute and lead investments within the Firm as well as insure robust and top quartile operations, financial and investor relations coverage.

For this reason, the Firm gives non-partners the opportunity to grow with the organisation and empowers them through the progressive introduction of partner-level responsibilities. Partners provide them clear visibility and guidance towards reaching upper management, and eventually joining the partnership. More specifically, Quadrille ensures ongoing talent development at all levels of the Firm through hands-on transaction experience and focused professional development.

Quadrille has built a development plan for its employees to have the opportunity to become partner starting from the ground up. The goal is to train employees across Quadrilles activities. At each level (analyst, associate and VPs), the career path includes a time allocation for each activity (direct, funds, secondary and IR). Quadrille applies an up or out policy with the possibility to fast track the best performing employees.

Through broad “on the ground” exposure, including the analysis of opportunities, negotiation with principals, portfolio company management, operational decision-making, legal and operational structuring, reporting of deals and performance, client interactions etc., Quadrille seeks to develop well-rounded private professionals at all levels.

Furthermore, due to the ecosystem in which it belongs and invests, the Firm offers all employees privileged insight into the leading technological trends and innovations, as well as access to a vast network of valuable relationships.

All employees have the possibility to train with dedicated coaches during personal sessions to improve specific topics, such as oral fluency or self-confidence.

Achievements as of 2021 within Quadrille Capital:

- ⇒ ***75% of the Investment Team members (excluding Partners) started at Quadrille as interns.***
- ⇒ ***One of the four Partners joined as an intern in 2013.***