



Annual Report 2021



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Message from the Board

2021 was an incredible year of growth and change at Kroll. In the beginning of the year, we announced plans to unify the company under the Kroll name. The new name and logo represent the firm's rich history and breadth of combined capabilities. Kroll is the leading provider of data, technology and insights related to risk, governance and growth.

In addition to unifying our company name, Kroll appointed its first Chief Impact Officer, Jill Weise, to elevate our firm's strategies related to environmental, social and governance (ESG) initiatives, employee and community relations and philanthropy. Kroll also appointed a Chief Inclusion & Diversity Officer, William Rolack, to work closely with the Impact Office to ensure we have a diverse workplace that supports all employees and guarantees that all voices are heard. With the hiring of William, Kroll has established its Inclusion and Diversity Counsel. The Inclusion and Diversity Counsel includes a Social Responsibility Innovation team, which is responsible for providing a global framework and tools to enhance employee contributions to charitable community-based organizations in conjunction with the Kroll Charitable Foundation.

With support from the Impact Office, the Inclusion and Diversity Counsel and our employees, we enriched and strengthened the communities where we live, work and connect. Despite some of the challenges faced when conducting business virtually, our colleagues continued to give their time and resources, allowing the Foundation to enact meaningful change in many of our local communities.

The Foundation board members extend our gratitude to our regional committee members who worked tirelessly to enrich our relationships with our charity partners, as well as to our colleagues who helped make these endeavors possible. The success of the Kroll Charitable Foundation continues to rely on our people giving their time, financial resources and counsel and we thank them sincerely for the impact they have made in the past year as One Team, One Kroll.

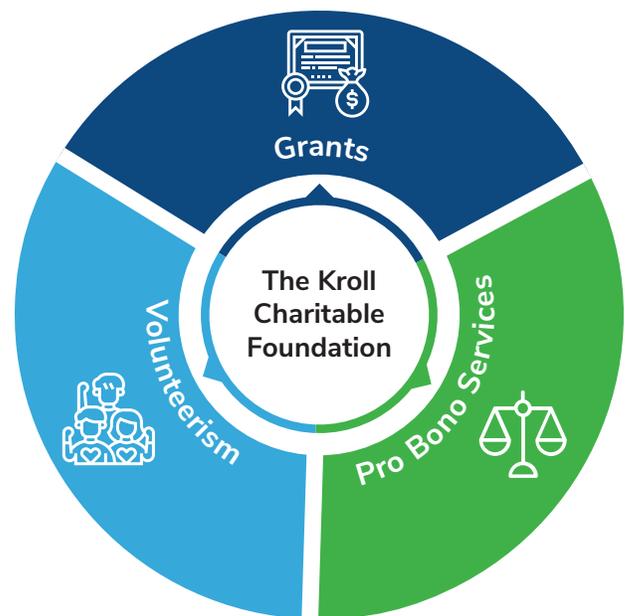
– Kroll Charitable Foundation Board

About Us

The Kroll Charitable Foundation was launched in February 2018 with a commitment to nurture innovative ideas, make an impact on economic and social issues and help foster progress in underserved communities around the world.

The Kroll Charitable Foundation engages the communities where we work and live through volunteerism, providing grants and performing pro bono services. In 2021, the Foundation's focus centered around diversity, equity and inclusion, as well as education and health. With our colleague-led granting process, we provided critical assistance to charities and nonprofits, donating over \$655,000 to 60 worthy organizations. Given the ongoing COVID-19 pandemic, we donated an additional \$100,000 to the U.S. India Friendship Alliance (USIFA) and the U.S. India Strategic Partnership Forum (USISPF) and \$25,000 to the World Health Organization (WHO). These contributions helped provide lifesaving resources to frontline medical workers in India and around the world. Additionally, following the large-scale impact of winter storms in Texas in 2021, the Foundation granted \$15,000 to the American Red Cross Disaster Relief Fund to support those in need.

The heart of the Kroll Charitable Foundation remains our colleagues, charitable partners and clients. Together, they represent the generosity, spirit and belief in the ability to make an impact.



Volunteerism and In-Kind Giving

Working hand-in-hand with our Kroll Charitable Foundation, our offices aided local communities through volunteerism and financial support. Our colleagues have a strong sense of purpose and strive to deliver initiatives to make an impact where needed.

Our colleagues across the Americas focused their volunteering efforts to support the hungry and the homeless. Multiple charities were recipients of food, clothing and other items of necessity. Along with volunteerism, Kroll employees donated more than \$50,000 in conjunction with local volunteering activities.

Each year, Kroll's Los Angeles office supports the homeless and struggling families through three local charities: [OneVoice](#), [Food on Foot](#) and [Midnight Mission](#). We are proud to spotlight this office for its continued year-on-year philanthropic initiatives. In 2021, the Los Angeles office, once again, won "best in class" during our Volunteering Service Week by raising more than \$25k with over 80% of the office colleagues participating in volunteerism events.

Our APAC colleagues were also active with a multitude of community initiatives. They collected clothing to support those affected by natural disasters, provided COVID-19 prevention kits, assisted with food drives and purchased school supplies for children in need.

Our Singapore colleagues brought hope to children by working with Epworth HomeSweetHome, a therapeutic group home providing support for children who have experienced abuse. Many team members sponsored and purchased 'Back-to-School' packs and helped gift wrap and write Christmas wishes on greeting cards. Some colleagues also invited their own children to participate in the choosing of the gifts and the writing of Christmas wishes. The gifts were

distributed to the children at their virtual Christmas and Back to School party, with two Kroll volunteers on-site due to COVID-19 restrictions. Other volunteers joined in virtually, while the children opened their gifts and enjoyed a lunch.



Our colleagues in EMEA ran, walked and funded different charities. Giving up their personal time to work alongside their local communities, they prepared meals, hosted art exhibitions and made food deliveries. Our colleagues worked to protect the rights of the underserved and disadvantaged, including the homeless, women, children and people with special physical and mental needs.

Colleagues in Ireland worked with [Focus Ireland](#), a nonprofit organization based in Dublin to provide services for people currently experiencing and

those at risk of homelessness in Ireland. For the last three years, Niall Cribben, a managing director in Valuation Advisory Services, in Dublin, slept outdoors to raise awareness and funds for this charity. This effort raised more than \$18,000 for those most in need.

Surplus furniture, office supplies and equipment were donated to schools and other nonprofit organizations around the world. With the assistance of our IT team, communities benefited from the distribution of over 300 reconditioned laptops.



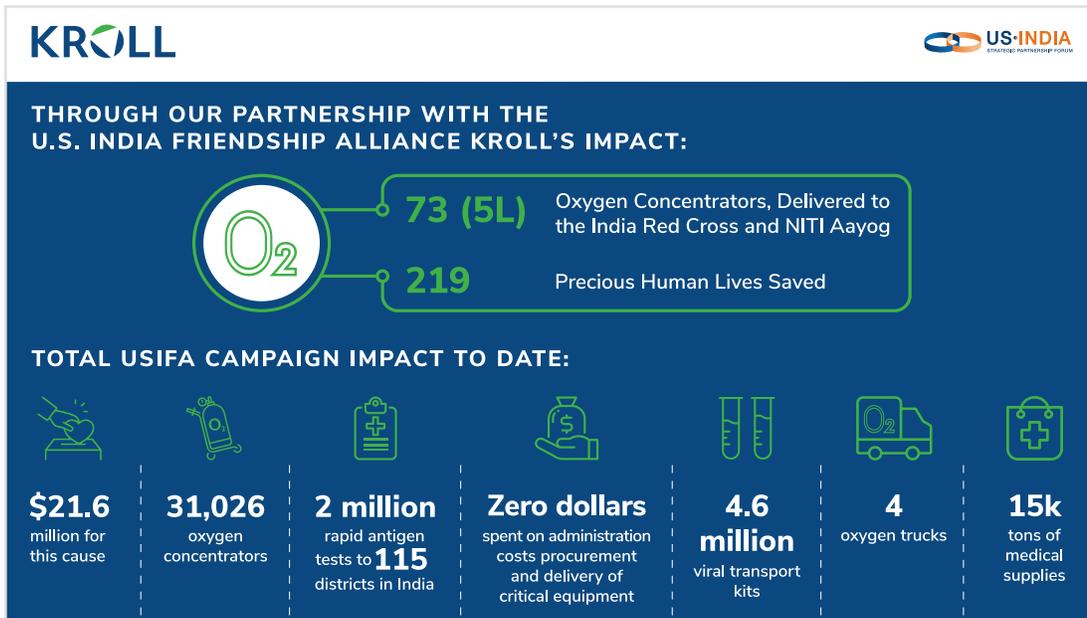
Spotlight on Global Volunteering

This year, the Kroll Charitable Foundation undertook a global initiative with the nonprofit Story Pirates Changemakers, in collaboration with Salesforce. Colleagues came together to read children's stories, giving encouraging feedback to promote literacy education and inspiring them to keep writing. We hosted 20 virtual sessions across different time zones, with more than 400 colleagues in attendance. The Foundation donated \$35,000 to Story Pirates Changemakers and colleagues read stories from 15 different countries and responded to over 1,100 children.



Emergency Relief

In addition to our regular charitable giving, the Kroll Charitable Foundation partnered with Bright Future, Swasth Foundation and Hemkunt Foundation to provide critical funding and support to frontline medical workers in India through the U.S.-India Friendship Alliance (USIFA) and U.S.-India Strategic Partnership Forum (USISPF). As a result of these partnerships, we provided \$100,000 for lifesaving resources to frontline medical workers. The Foundation also donated \$25,000 to the World Health Organization (WHO) to support its fight against the pandemic. Additionally, in response to the winter storms in Texas in 2021, the Foundation also granted \$15,000 to the American Red Cross Disaster Relief Fund to support those in need.



The Numbers at a Glance

\$655,000

Charities and nonprofits

\$115,000

Raised by our global offices through volunteering endeavors

\$140,000

Global disaster response & COVID response

30+

Offices ran volunteer days

1,000+ Hours

Dedicated to training, mentoring and collaborating with charity partners

Charitable Activities/Volunteering



Environmental



Homeless & Hunger



Education, Mentoring & Training



Holiday Gifts & Clothing for Underprivileged Families

Charitable Grants

Kroll donated to 60 Charity Partners Globally

<p>DAUGHTERS OF TOMORROW</p> 	<p>AIDHA SINGAPORE</p> 	<p>MAGIC BUS</p> 	<p>HEEP HONG</p> 
<p>BLUE DRAGON</p> 	<p>BATYR</p> 	<p>EARTH COMPANY</p> 	<p>JAPAN HEART</p> 
<p>ZHI SHAN FOUNDATION</p> 	<p>BRIGHT FUTURE</p> 	<p>THE MUSTARD TREE</p> 	<p>REACHOUT UK</p> 
<p>FOUNDATION LAUREUS ITALIA ONLUS</p> 	<p>FOCUS IRELAND</p> 	<p>SPAZIO APERTO SERVIZI</p> 	<p>THE FOXTON CENTRE</p> 
<p>JUNIOR ACHIEVEMENT</p> 	<p>LEADERSHIP THROUGH SPORTS & BUSINESS</p> 	<p>PLAN INTERNATIONAL</p> 	<p>FUNDACION TAMBIEN</p> 

Charitable Grants

Kroll donated to 60 Charity Partners Globally

<p>ASPACE</p> 	<p>JERSEY WOMEN'S REFUGE</p> 	<p>RESTOS DU COEUR</p> 	<p>LET'S FEED BRUM</p> 
<p>JOB LINGE</p> 	<p>SOS CHILDREN'S VILLAGES</p> 	<p>ASSOCIACAO SALVADOR</p> 	<p>BELONGTO YOUTH SERVICES</p> 
<p>STONEWALL</p> 	<p>SICKLE CELL SOCIETY</p> 	<p>WOUNDED WARRIORS</p> 	<p>CHILDREN OF FALLEN PATRIOTS</p> 
<p>THE LEUKEMIA & LYMPHOMA SOCIETY</p> 	<p>NATIONAL PARKS CONSERVATION ASSOCIATION</p> 	<p>CHILDREN AT RISK</p> 	<p>PAWS WITH A CAUSE</p> 
<p>ENVIRONMENTAL DEFENSE FUND</p> 	<p>TREVOR PROJECT</p> 	<p>EQUAL JUSTICE INITIATIVE</p> 	<p>NATIONAL NETWORK TO END DOMESTIC VIOLENCE</p> 

Charitable Grants

Kroll donated to 60 Charity Partners Globally

<p>BLACK GIRL HEALTH FOUNDATION</p> 	<p>COMMUNITIES IN SCHOOLS</p> 	<p>BEN ERG - UNICEF HAITI EMERGENCY RELIEF</p> 	<p>ALPINE LEARNING GROUP</p> 
<p>SPECIAL OLYMPICS</p> 	<p>DRESS FOR SUCCESS</p> 	<p>HER JUSTICE</p> 	<p>TREES FOR THE FUTURE</p> 
<p>TEACH FOR AMERICA</p> 	<p>MOTHERS FOR JUSTICE AND EQUALITY</p> 	<p>AUDUBON SOCIETY</p> 	<p>HUMAN RIGHTS CAMPAIGN</p> 
<p>BLACK WOMEN'S BLUEPRINT</p> 	<p>NATIONAL URBAN LEAGUE</p> 	<p>THURGOOD MARSHALL COLLEGE FUND</p> 	<p>UNIVERSITY SETTLEMENT</p> 
<p>SOCIAL CHANGE</p> 	<p>NATIONAL DIVERSITY COUNCIL</p> 	<p>GELEDES, BLACK WOMEN'S INSTITUTE</p> 	<p>PSYDEN</p> 

Pro Bono – Spotlight

Kroll supported many pro bono efforts throughout the year, using the expertise and core capabilities of our teams to make a lasting impact for organizations and causes that might not otherwise have received the professional support they needed.

While our teams worked with many organizations, we have spotlighted a few examples of our work below.

Our Forensic Investigations and Intelligence team worked with [Unchained at Last](#), going state-by-state to build a marriage age data set, which unveiled an extraordinary number of childhood marriages. This data was used to support legislative change in banning childhood marriages.



Our Transfer Pricing team provided an arm's length pricing analysis to [CodePath.org](#), a technical training nonprofit focused on eliminating educational inequity in technical careers.

CODEPATH*ORG

Our Compliance Risk and Diligence team worked with our charity partner [ReachOut](#), an organization whose mission is to support young people in developing character, elevating aspirations and improving their long-term academic achievement through mentoring. The pro bono project assisted the organization in screening potential donors to ensure their compliance with the UK Charity Commission guidelines.

**REACH
OUT**
Mentoring
that works

Finally, our Cyber team worked closely with [BelongTo](#), an organization supporting the LGBTQ+ youth community across Ireland, to provide cyber risk assessment support.

Supporting Lesbian, Gay, Bisexual & Trans Young People in Ireland 

Looking Ahead

We are proud of how the Foundation has grown over the past several years and are excited to continue to evolve the program in 2022. This year, the Foundation board members are thrilled to launch the Kroll Cares portal, an innovative charitable-giving platform that allows our employees to take action and raise money for causes that positively impact our local and global communities. Additionally, we're excited to introduce an employee matching program, through which Kroll will match donations made by employees through the portal. Throughout the year, we will spotlight different causes for our employees to engage with, providing opportunities for charitable giving, volunteerism and education. Our new Kroll Cares platform will also strengthen the Foundation and our colleagues' ability to give more freely to the charities and nonprofits that resonate with them while prioritizing those organizations that share our values and those of our clients and partners.



Kroll Charitable Foundation Board Members

Board of Directors



Jill Weise
Chief Impact Officer and
Kroll Charitable Foundation President



Kevin Braine
Managing Director
Compliance Risk and Diligence



Sharon Davies
Managing Director
Valuation Services



Srividya Gopal
APAC Management Committee
Chair and Managing Director
Valuation Services



Ross Hostetter
Managing Director
Portfolio Valuation



Tadashi Kageyama
Managing Director
Forensic Intelligence
and Investigations



Scott Oblow
Chief People Officer and
Kroll Charitable Foundation Secretary



Anne O'Dwyer
EMEA Management Committee Chair
and Managing Director Restructuring



Jessica Stamelman
President
Kroll Business Services



About Kroll

Kroll provides proprietary data, technology and insights to help our clients stay ahead of complex demands related to risk, governance and growth. Our solutions deliver a powerful competitive advantage, enabling faster, smarter and more sustainable decisions. With 5,000 experts around the world, we create value and impact for our clients and communities. To learn more, visit www.kroll.com.

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