


capst O N E

2023  
IMPACT  
REPORT



While Capstone does not manage ESG strategies, we place an emphasis on action, striving to make a tangible impact in everything that we do. By investing our time, resources, and knowledge capital, we aim to build sustainable opportunities where they don't currently exist and create a positive impact on all the communities in which we operate, all while maintaining the highest standards of corporate responsibility.

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# Letter from CEO



**When we set goals at Capstone, I ask everyone to consider the possibility, rather than the challenge.**

When we set goals at Capstone, I ask everyone to consider the possibility, rather than the challenge. Our inclination is to nurture the 'what ifs' into grassroots initiatives, positioning and equipping our own employees to be leaders in this space. I believe this is something that has allowed us to make an impact not only within, but also beyond our office walls.

I'm proud as ever of our team and the progress we made in 2022, continuing to make strides towards a more diverse and inclusive work environment, and contributing to the communities in which we operate:

- Led the launch of 10,000 Able Interns and the 10,000 Interns Foundation on the heels of another successful year with 10,000 Black Interns
- Received the Advancing Diversity, Equity and Inclusion Award from With Intelligence EuroHedge for our efforts promoting diversity and inclusion within the hedge fund community

- Recognized as Highly Commended by the inaugural 100 Women in Finance Diversity, Equity, and Inclusion Award celebrating companies that are leaders in innovation and positive action in the area of DEI in the Finance Industry
- Launched our graduate program and produced our largest intern class yet
- Hosted our inaugural UK Annual Charity Night, raising \$800k across both the UK and US events

We know there is much left to be done to preserve the climate in which we work and to improve equity and inclusion amongst our peers. However, at Capstone, our philosophy is to recognize and learn from the progress we've made, while never settling for 'good enough.'

Here's to another year of reaching for possibilities,

Paul Britton  
Chief Executive Officer

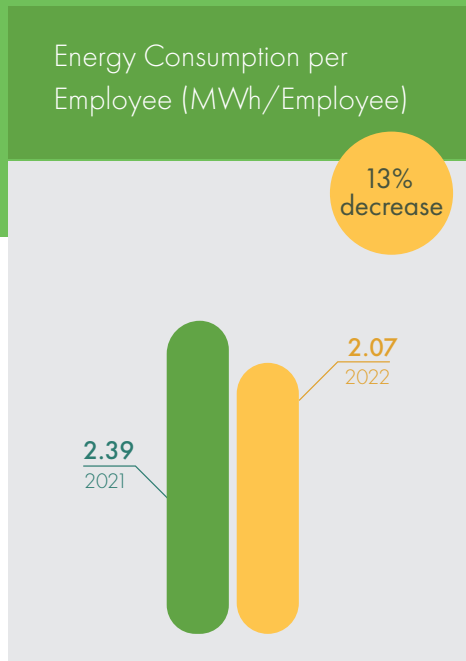
# Environment



Capstone is committed to understanding our impact on the environment and using our knowledge capital to continuously find ways to reduce our footprint.



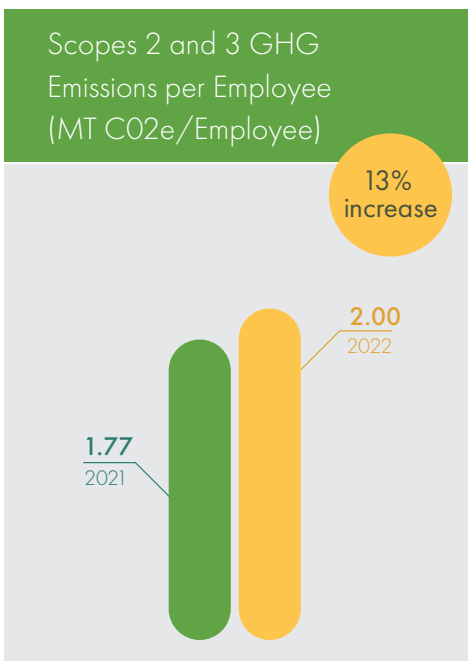
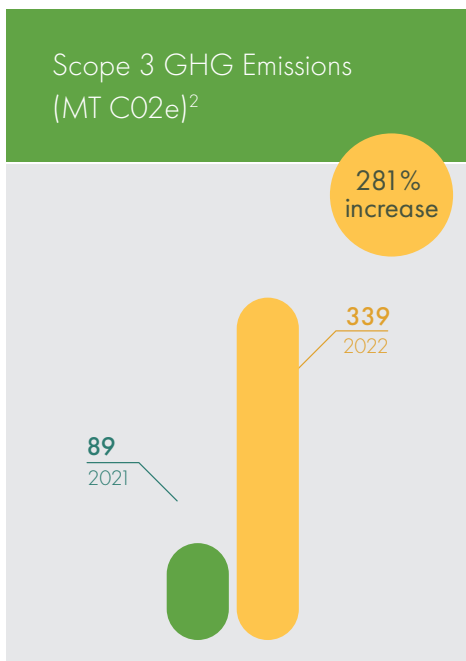
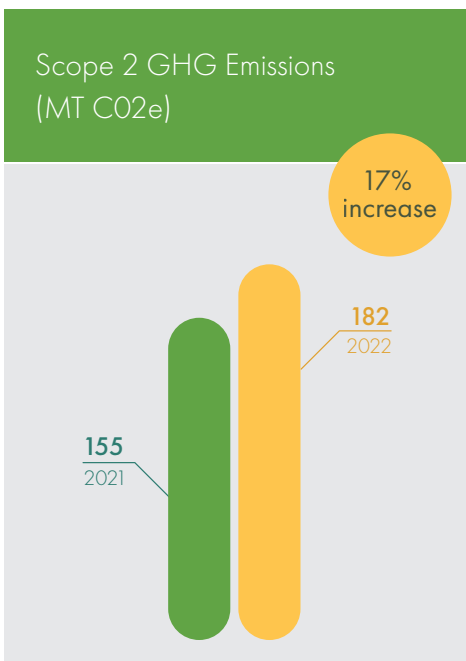
# CAPSTONE ENERGY & EMISSIONS FOOTPRINT<sup>1</sup>



While our total energy consumption increased slightly, crucially our energy consumption per employee decreased

There was a notable increase in Scope 3 emissions, which includes global business travel. This can largely be explained by the COVID-19 pandemic

While we strive to reduce our footprint over time, it's important to remain accountable for what we do emit. For this reason, we've fully offset Capstone's carbon emissions for 2021 and 2022



<sup>1</sup> Reflects Energy Consumption and GHG Emissions for all US and UK offices. Energy Consumption based on electricity usage in kWh, or where precise electricity usage was unknown, site area using estimation factors from US EPA GHG Emissions guidance and UK Greenhouse Gas Reporting Conversion Factors for 2021 and 2022. Per employee data based on headcount as of December 31, 2021 and 2022, respectively. MWh: Megawatt hour. MT: Metric Ton

<sup>2</sup> Scope 3 GHG Emissions data includes global business air travel, business rail travel, and business car travel. 2021 data incorporates travel from May-December given COVID restrictions.

# CASE STUDY: GREEN COMPUTING INITIATIVE



When the Infrastructure Team set out to modernize our technology in New York, incorporating brand new equipment to make our offices more cloud friendly, they quickly realized that they would need to find a way to safely dispose of all the legacy equipment. In disposing of the legacy equipment, they had two priorities in mind:

- Ensure that all equipment – particularly any hard drives and data stores that had at one point stored sensitive information – was wiped clean and recycled properly with a secure audit trail
- Ensure that the method in which the equipment was recycled was safe for the environment

Capstone partnered with Liquid Technology, a company of specialists that provide equitable computer equipment liquidation solutions throughout North America, Europe, and Asia, including E-Waste Recycling.

The Infrastructure Team worked closely with Liquid Technology to create an assessment of our current unused equipment, retired servers, and old data storage. After this assessment they created a plan to properly dispose of the equipment, to reduce our technical waste footprint and meet modern green computing standards. They have also used this opportunity to dispose of all data storage safely and securely. This process provides detailed data sanitization reports and gold standard certifications for proper disposal of data storage by leading environmental and data security oversight organizations.

“Disposing of electronic assets has been a problem for companies for a long time. With onsite pickups and Department of Defense level digital wiping services companies like Capstone can erase our data while disposing of older assets in an environmentally friendly manner.”

*Chris Godino, Infrastructure*



3,781 lbs

of eWaste collected

5,270 lbs

of GHG Emissions  
reduced

109 lbs

of toxic metals  
diverted (lead, arsenic,  
mercury, cadmium)

1,277 lbs

of total metals recycled

# Philanthropic Endeavors

## ANNUAL CHARITY NIGHT

Capstone's Annual Charity Night brings together our team and various partners to support a different cause each year. Since the inaugural event in 2009, the events have helped raise nearly \$3 million, supporting a different organization each year.



“ We’re incredibly grateful to everyone at Capstone for choosing to support Pancreatic Cancer UK at your first annual UK charity night.

In coming together as a team and raising an incredible £267K, you have helped ensure that we can be here for everyone affected by pancreatic cancer and can continue investing in world-class research. The money you have raised will take us a step closer to making early diagnosis and better, more effective treatments a reality for future patients and their loved ones.

”

*Diana Jupp, CEO at Pancreatic Cancer UK*



Given its longstanding success in the US, Capstone decided to bring the event across the pond in 2022, with the UK hosting its first Annual Charity Night in October, benefiting Pancreatic Cancer UK, a cause determined to transform the future for everyone with the disease by funding ground-breaking research, providing specialist support and information, campaigning for change and raising awareness. On the US side, the event supported Futures and Options, an organization empowering NYC's underserved high school students to explore careers through paid, mentored internships.

## By the Numbers

Three quarters of a million dollars raised in 2022

\$470k for the US event

£267k for the inaugural UK event

Nearly \$3 million since the event began in 2009

## Beneficiaries of Capstone's Philanthropic Efforts Include:



Strengthens the relationships between students, teacher, and families so that every child succeeds academically and socially through several different programs



Supports those affected by the disease, invests in ground breaking research, lobbies for greater recognition of pancreatic cancer and acts as a voice for everyone involved in the fight



Provides support to vulnerable children in Southern and Eastern Africa through community-led child rights and economic empowerment programs



Ignites the drive, curiosity, and agency of underrepresented students on their paths to and through college and into thriving careers, powered by our commitment to access and community



Empowers NYC's motivated high school students to explore careers through paid, mentored internships



Protects children today and prevents them from abuse tomorrow. In the Fall of 2022, Capstone's Emily Locher and Tom Leake ran the London Marathon to raise money for the NSPCC. Together, with Capstone's backing, they raised over \$40k



# PARTNERS & AFFILIATES

“ I can think of a number of examples where you do not have to have come from a purely financial, academic background to enter this industry, to be really successful, and to have a longstanding career.

*Tanny Mount, Business Development*



Capstone extends its reach to support and improve access to opportunities in the asset management industry by engaging with a wide variety of partners and affiliates:



Helps underrepresented students gain access to college and careers



Helps high school girls become financially literate and exposes them to professional women role models in the financial space



Endeavors to make the demographics of the financial planning profession more representative of the population of our country



Addresses the continued and systematic decline of women of color lawyers in law firms and equips women of color law students with professional development, academic coaching, mentorship, and summer positions at law firms following their first year of law school



Inspires young women to enter the financial sector through inspirational talks and career support/opportunities



Helps the world's leading workplaces foster strong employee communities, impactful mentorship networks and a deep enterprise-wide understanding of the daily actions that drive diversity, equity, inclusion and belonging at work

## THE 10,000 INTERNS FOUNDATION

Helps create opportunities for underrepresented talent in partnership with multinational corporations, professional firms, startups, and public bodies. Capstone is a co-founder and sponsor



Committed to building a more equitable and diverse finance industry by promoting diversity of thought, raising visibility and empowering women



# Diversity & Inclusion

## 10,000 INTERNS FOUNDATION

The 10,000 Interns Foundation exists to develop programs that offer paid work experience for underrepresented groups across a wide range of sectors. By providing training and development opportunities for both interns and firms, we promote a sustainable cycle of mentorship and sponsorship for diverse talent.

**THE  
10,000  
INTERNS  
FOUNDATION**

“ By providing such a special entry point into the investment management industry, we hope to attract great black talent to a career path they may not have otherwise had access to or contemplated as a possibility. ”

*Jonathan Sorrell, President*



# WHERE IT ALL BEGAN:

## 100 TO 10,000 BLACK INTERNS

2020

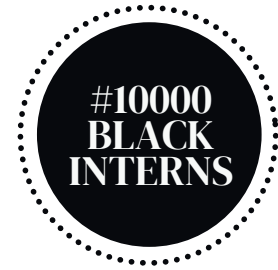
In 2020, Capstone's President, Jonathan Sorrell, reached out to several of his peers with an idea to address the severe underrepresentation of black professionals in the investment management industry: join forces to offer 100 internships for the Summer of 2021.

2021

In just 3 months, the program far exceeded its goal, receiving over 2,000 applications and placing 501 students in internships for the Summer of 2021. The immediate success sparked inspiration: recognizing that underrepresentation of black talent is just as prevalent in other industries, why not expand the program?

2022

During the Summer of 2022, over 700 companies across 24 sectors provided 2,000 internships to students throughout the UK, helping to break down barriers to entry and improve representation of black talent.



> 10,000

applications received for 2022

> 13,000

applications received for 2023

Capstone's support and leadership to lift 10,000 Black Interns off the ground has been instrumental to creating pathways for a new, diverse generation of talent not just in investment management, but also across other industries.

*Rebecca Ajulu-Bushell, Chief Executive Officer,  
10,000 Interns Foundation*



Our own Asaph Stephen hit the ground running with his internship on the Middle Office Team, making an immediate impact after only a few short weeks at the firm. He consistently over-delivered on expectations, proactively taking on more responsibility and giving his colleagues more capacity to focus on projects for which they previously did not have time. He immersed himself into Capstone's ways of working, consistently showing an interest to learn more and never being afraid to ask any questions – and always doing it with a smile.

“ Asaph is exactly what you want from an intern – bright, hardworking, keen to learn and an absolute pleasure to work with.

*Tom Stott, Director, Operations*

”



For his above and beyond efforts, Asaph received the 10,000 Black Interns Alexander Paul Award. The award is given to the intern that most embodies the values of Alexander Paul, a driven young man who was an emblem of success, and to honor his legacy. The award exemplifies the value each intern brought to their firms, while simultaneously recognizing the impact each placement had on the interns.



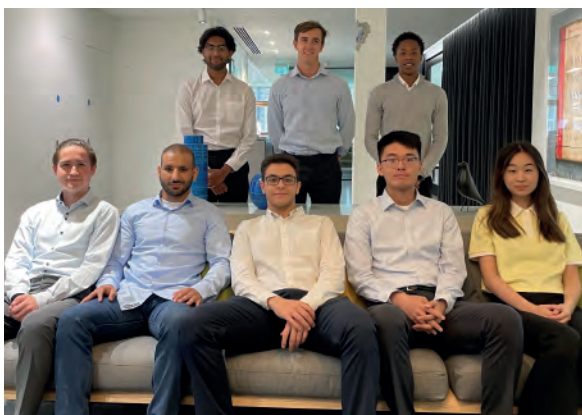
“ I am extremely honored to have been selected as the recipient of the 10,000 Black Interns Alexander Paul award in memory of a truly talented inspirational young man whose dedication to tackling social issues has left a lasting impact on myself in addition to so many others.

*Asaph Stephen, Middle Office*

”

## ABLE INTERNS

Alongside 10,000 Black Interns, Capstone was proud to be a driving force and participant in the pilot Able Interns program during the Summer of 2022, which will officially launch in 2023. Able Interns aims to realize the endless potential of young disabled students and graduates across the UK, unleashing this talent and transforming their horizons.



“ It pushed me because I knew I was able to conquer whatever it was I found difficult. I was no longer anxious about my deficiencies or mistakes because I began to believe that deficiencies can be improved upon and mistakes can be capitalized on.

*Abdullatif Ghazi, Investor Relations*

”

# EPIC

EPIC is the Employee Pride Initiative at Capstone.

The group is composed of members of the **LGBTQ+ community and allies** throughout the firm and aims to support the internal and external LGBTQ+ community through volunteering and education. To support continuous improvement and education across the firm, the group provides LinkedIn Learning courses around allyship and inclusive communication.

To celebrate Pride Month, EPIC hosted a series of social events across our global offices featuring drinks and snacks from LGBTQ owned, operated, and supported businesses and companies.



## capNOW

Capstone's **Network of Women** (capNOW) aims to support and encourage women in and out of the workplace, helping them excel and build a support system. 2022's International Women's Day Campaign theme was #BreakTheBias, focused on breaking down gender bias and moving towards a more equitable and inclusive world.



## Women's History Month 2022

Throughout Women's History Month, Capstone supported Food Bank for NYC's Woman to Woman Campaign, an initiative that helps women and girls in New York City access period products and hygiene essentials, as well as Freedom4girls, an initiative supporting those who menstruate by challenging the stigmas, taboos, and gender inequalities associated with menstruation. We raised \$15,000 with our #BreakTheBias fundraiser.

\$15,000

\$15,000 Raised for Food Bank in NYC and Freedom4Girls during #BreakTheBias fundraiser

# INVEST IN GIRLS EVENT

During Women's History Month, capNOW hosted an Industry Day for Invest in Girls, a non-profit organization that aims to cultivate a generation of financially literate girls. This was the first Industry Day that Invest in Girls participated in since COVID. Industry days are experiential learning opportunities for girls to meet finance professionals, and are designed to teach the girls three things:

1. It's ok if you're not sure what career you want to pursue yet,
2. It's ok to change careers, and
3. There are many great careers in the world of finance.

Over a dozen of our employees participated in the panel discussion and small group activity.



“ With #BreakTheBias in mind, we focused our 2022 capNOW initiatives around encouraging women to be authentic to what they're most passionate about, even if it means going against the grain. ”

*Liz Early, Middle Office*

# TALEA CAPTIVATE SESSION

capNOW also invited in the founders of TALEA, New York City's first wholly female-founded and female-focused beer brand, to host a Captivate, Capstone's speaker series featuring insights internal and external professionals, taking employees through the challenges of building a business and embarking on nontraditional career pathways.

After coming together over a shared interest to create a beer company, they quickly hypothesized – accurately – that women were a potentially underserved market in the craft beer world and saw it as their entry point in the male-dominated field.

“ We have to have a differentiator – we can't just be another brewery in the midst of thousands, and we honed in on what our differentiator was...It became very clear that there was an opportunity. ”

*LeAnn Darland, TALEA Beer Co.*

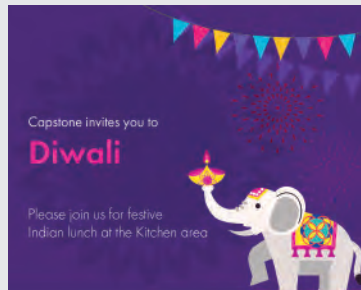


# MULTICULTURAL GROUP

Capstone's Multicultural Group aims to raise awareness and educate employees about different backgrounds by developing cultural awareness amongst employees around foreign attitudes, culturally significant holidays, festivals, and the cultural aspects of other countries.



## Celebrations from Around the World



“ To sum it up, I am very happy that life has given me the opportunity to travel the world and see different ways of life in different parts of the world. This broadens the mind; makes you more open to the world, and you understand that you always need thankful for what you have.

*Svitlana Rudenko, Office Management*



## Our Stories

The Multicultural Group launched “Our Stories” in 2022, a new firm-wide publication where employees from around Capstone's global offices share their own life experiences to help inform their peers on different perspectives.



“ More than anything else, my experience has taught me that there are no shortcuts, and you should never shy away from a challenge.

*Cosmin Lupea, Treasury*



# Organizational Development





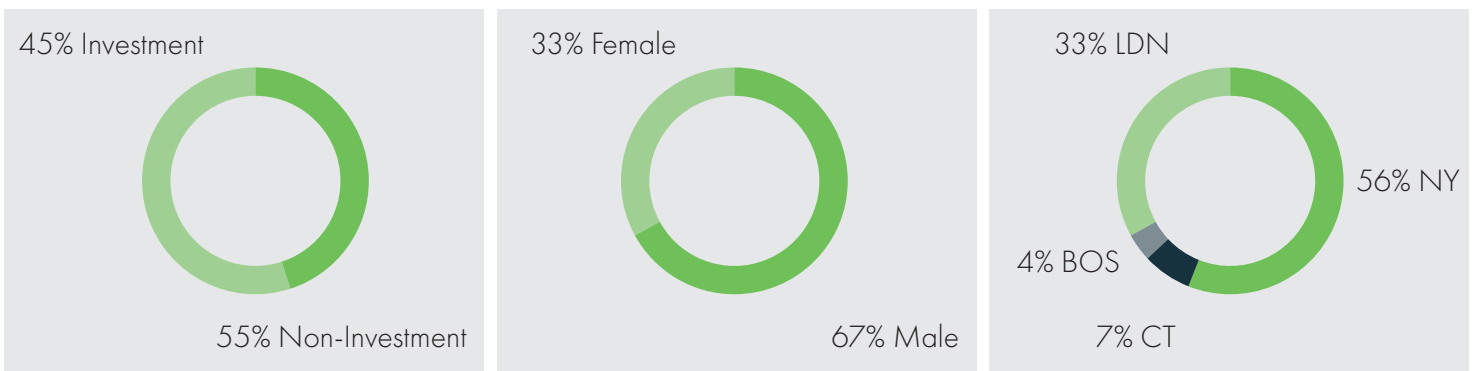
# ORGANIZATIONAL DEVELOPMENT

Building the next generation of leaders.

At Capstone, we believe in building and developing talent from within, preparing each individual to identify and take the next step of their career, wherever that may take them. From our internships to our graduate program to our extensive learning programs, we aim to provide individualized developmental opportunities at every step of our employees' journeys.

## Intern Program 2022 Program Recap

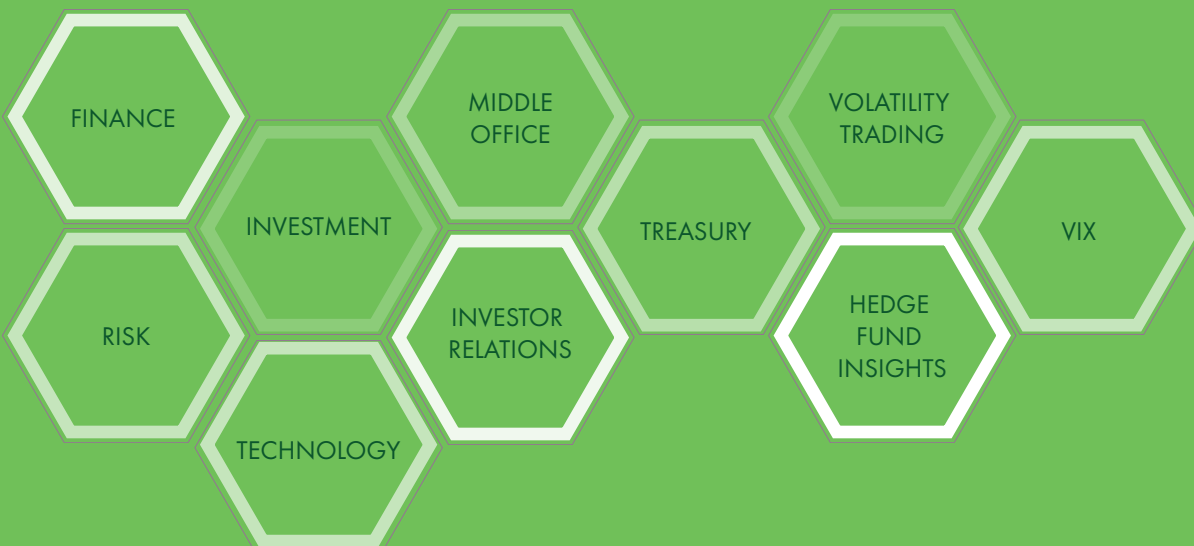
During the Summer of 2022, we hosted our largest intern class to date, with 27 participants across our New York, Stamford, Boston, and London offices.



15% Received Full-time Offers or Summer 2023 Internship Offers

30% Received offers to extend their internships into the Fall

THROUGHOUT THE SUMMER, OUR INTERNS PARTICIPATED IN AN EDUCATIONAL SERIES SPOTLIGHTING THE DIFFERENT DEPARTMENTS THROUGHOUT THE FIRM, LEARNING ABOUT VARIOUS BUSINESS TOPICS AND HEARING FROM INTERNS WHO HAVE GONE ON TO SUCCESSFUL FULL-TIME POSITIONS AT THE FIRM



“ It was fun to be involved in both, in-depth research and coding. It’s remarkable how much one can accomplish in such a short time when given the proper guidance.

*Paulina Skorupska, Intern*



Each intern dedicated their internship to a project designed to solve a problem or contribute directly to their teams, ranging from building a quant simulation platform, creating machine learning models to replicate options pricing and risk, and more. At the end of the summer, each intern had the opportunity to present their project outcomes in front of their peers and the rest of the firm.

## INTERN ONSITE

Our interns also engaged in an interactive onsite, where they collaborated to come up with innovative ways to enhance Capstone’s internship program in the future, coming up with projects on topics including:

Networking

Street Smarts

Wellness

Education  
& Development

“ The internship has given me a wider understanding of risk, trading, quant research, and coding that will prepare me for a full-time role in a quant field.

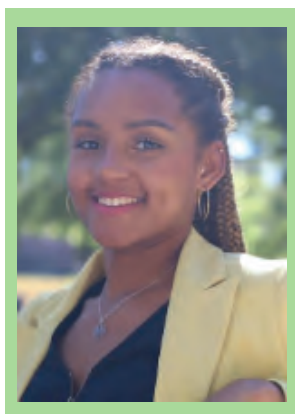
*Shaun Allen, Risk Intern*



# GRADUATE PROGRAM

Capstone's two-year rotational graduate program is a continuous learning journey across investment and non-investment functions, including Operations, Treasury, Middle Office and Software Development. The program offers unique exposure to senior leadership, and countless other opportunities to gain professional knowledge and technical skills for graduates to launch the beginning of a successful career in the finance industry.

## GROWING WITH CAPSTONE: FROM INTERN TO GRADUATE ANALYST



This past summer, Diane Ewane joined Capstone as a Summer Intern in the New York office and has continued as a Graduate Analyst as part of the operations rotation program. Prior to Capstone, Diane worked as a corporate sales and business monitoring assistant at Amundi, a leading company in asset management in Europe. Diane holds a master's in Financial Markets and Investments. She is originally from Paris, France and came to the US to continue her education at North Carolina State University. Outside of work, she is passionate about sports, traveling, cooking, and reading.

We sat down to hear more about her time with Capstone so far, and her decision to stay on full-time, joining the Graduate Program following her internship.

### What led you to join Capstone as an intern in the first place?

"I was initially drawn to Capstone because I thought the brand represented excellence. I wanted to be a part of it, of course, but I also saw an opportunity to add my own personal touch of 'Diane' and contribute in a material way. My ultimate goal was to make an impact and do something tangible with my time here."

### You certainly have made an impact! Tell us more about your internship – what did you work on?

"I sat on the Treasury team and worked on a project centered around Open Gamma margin attribution methodology, as well as the Treasury Procedure Manual."

### And how exactly did the opportunity to join the Graduate Program come about?

"I found out there was still an open position to join the Graduate Program on the Operations Rotation, which, having just spent the summer on the Treasury team, was perfect for me. Capstone is the type of place where, if you want to take on responsibility, they're going to give you the opportunity to make an impact, which is rare early on in your career. And when you can continue to imagine yourself being at a company and the work you might be able to do, it means you're on the right path, so I decided to throw my hat in the ring. I applied, went through several rounds of interviews just as everyone else did, and shortly after learned the position was mine."

### Now that you've completed your internship, and have several months of the graduate program under your belt, how would you reflect on your time at Capstone so far?

"I enjoy having the opportunity to connect with everyone at Capstone – I think it's unique to build relationships with employees of all seniority levels and all departments. What's more, it's hard to find a place where you like the people, the office, and the environment – and that's what has struck me as different about Capstone. I miss being in the office when I'm not there!"


# MINDR MENTORSHIP EXCHANGE



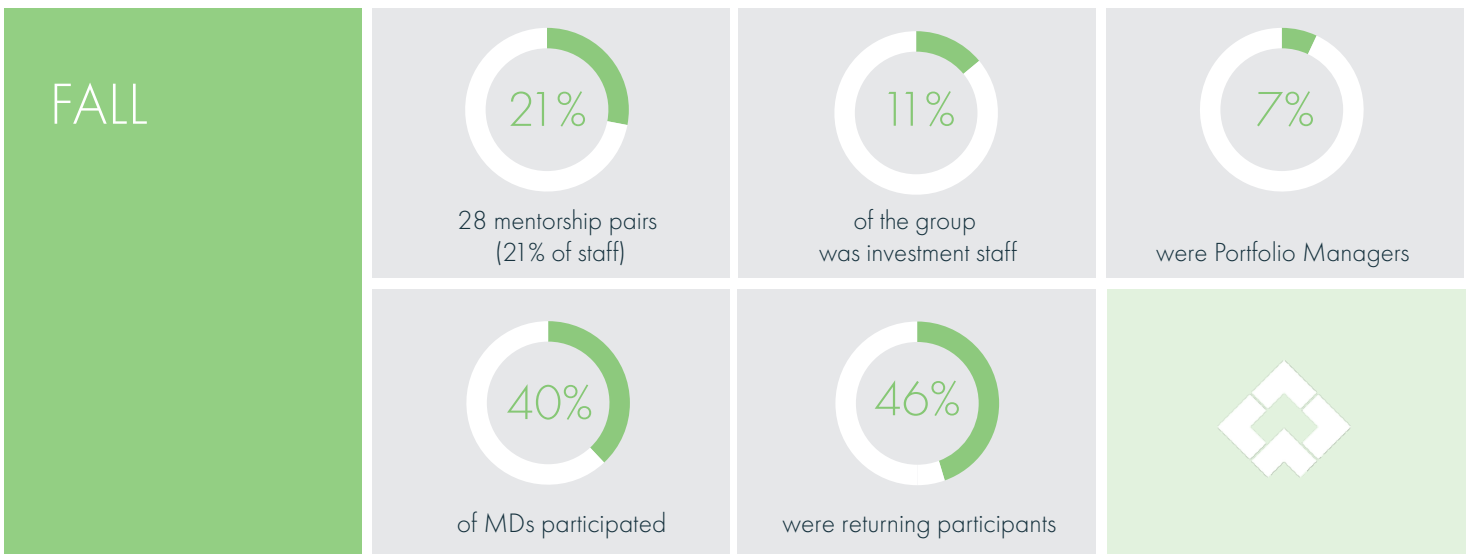
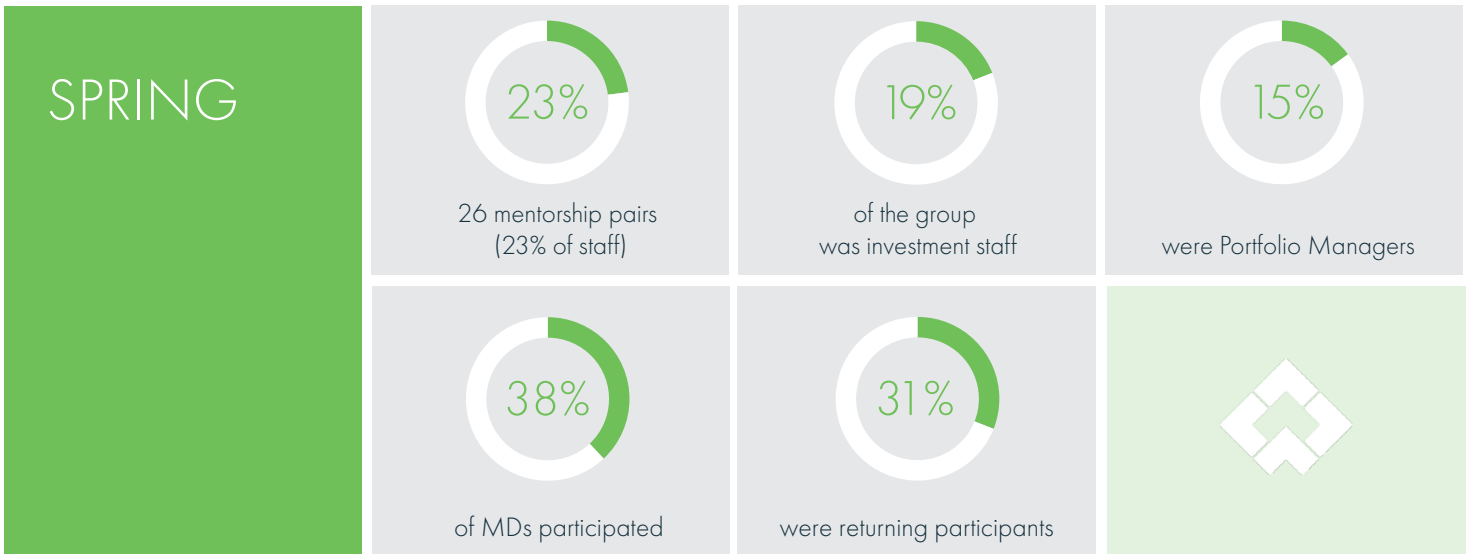
Capstone partners with Mindr to drive forward individual professional development goals and build strong relationships across the firm. The program pairs together Capstone colleagues for a series of virtual one-on-one and small group sessions over the course of three months. Mindr is an organization that builds belonging in the world's leading workplaces.

It's rare to develop mentorship relationships that are flat, two-way streets, where you're able to contribute as much as you gain. The Mindr Mentorship Exchange at Capstone provides the opportunity to connect with individuals you might not otherwise, facilitating mutually beneficial connections that transcend the program.

*Libby Thomas, Communications*



## Program Statistics (2022)



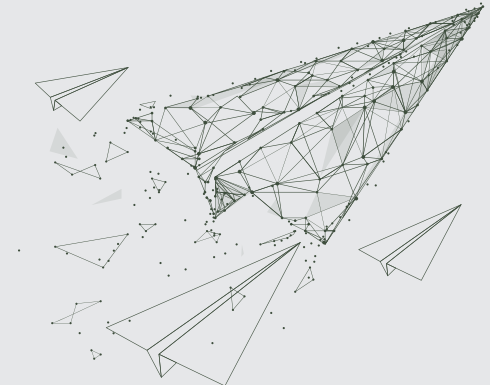
# DIGITAL TRANSFORMATION

Innovation and continuous improvement have been core to Capstone's approach to technology over the past several years, placing a large focus on building automation around the firm. This year, the Finance team spearheaded a new technology strategy to extend the reach of our development teams, piloting a program to train a broader range of employees to arm them with the skills they need to digitally transform the way we operate and automate their own tasks.



“ There has already been great deal of evolution in the firm's approach to technology over the years. Our team just thought – how could we enable everyone to participate in that evolution?”

*Patrick Cooney, Finance*



## Pilot Program & Digital Day

Led by four Finance Team Members, Capstone partnered with a consultant to pilot a platform called ProEdge. The program consisted of a series of self-guided videos and courses, ending with a hands-on project graded by an external party, allowing participants to get feedback on what they learned and earn credentials in the subject area.

Following a successful pilot, Capstone hosted a Digital Day where over 20 non-investment participants received an introduction to ProEdge and participated in breakout groups to brainstorm ways to implement these tools in our day-to-day work.

## The Results

60

Ideas for Tasks  
that Could be  
Automated

20

Active Participants  
on the ProEdge  
Training Platform

Synergy  
Between  
Teams

Different departments  
talking about mutual issues  
they can collaborate on,  
such as Finance and  
Investor Relations  
streamlining our CRM  
and Accounting information

Powerquery:

Most utilized tool  
thus far in a production  
environment as a result  
of the training program

