

The Leadership Team

Cinven's Partners have ultimate responsibility for the management and operation of the firm and its funds and take all major strategic decisions. The entire Partner Group meets formally every quarter.

The Partners take the interests of all Cinven's stakeholders into account when making decisions, including those of the companies we own, their employees, suppliers and local communities, the environment and society as a whole.

Specialised committees ensure rapid, effective decision-making. These are the Cinven Investment Committee, which is responsible for the critical stages of investment transactions; the Portfolio Review Committee, which monitors portfolio companies and realisations; and the Executive Committee, which is responsible for day-to-day operational matters. The mandate and membership of each of these committees during the period under review is detailed below.

Cinven's only business is the management of private equity funds, so the issue of potential conflicts of interest in respect of corporate advisory work does not apply to the firm.

Executive Committee

The Executive Committee meets monthly and reports to the full Partner Group at its quarterly meeting. It is responsible for the management of Cinven's human resources, risk management, regulatory issues and compliance, and financial management and control.

Members: Robin Hall, Hugh Langmuir, Andrew Joy, Brian Linden, Guy Davison, Simon Rowlands, Stuart McAlpine.

Investment Committee

The Investment Committee meets to consider all Cinven's investment activities, including each critical milestone of investment transactions. It considers the business issues, investment case, structure, price-range, process, and transactions costs.

Members: Robin Hall, Hugh Langmuir, David Barker, Guy Davison, Simon Rowlands.

Portfolio Review Committee

The Portfolio Review Committee meets quarterly and has five main functions:

- to track the progress of each portfolio company against the strategic plan;
- to facilitate sharing of best practice across the portfolio companies;
- to assess and approve realisation options and timing;
- to ensure that each portfolio company has the management team and Cinven resources that it needs in order to improve operations and create value; and
- to monitor the performance of portfolio companies against banking obligations.

Members: Robin Hall, Hugh Langmuir, Andrew Joy, Nicolas Paulmier, Pascal Heberling, Peter Catterall.