



PANTHEON

Corporate Social Impact Report

December 2022

Introduction: Achieving our
Our Corporate Social Impact Strategy

1. Inclusion & Diversity Committee
"The Power of Pantheon - One United Culture"

2. Health and Wellbeing Committee
"Invest 4 Health"

3. Charity Committee
"Global Focus, Local Impact"

4. Social Committee
"Bringing People Together"



Introduction: Our Corporate Social Impact Strategy

Back in 2020 we launched our global Corporate Social Impact (CSI) Strategy and Mission.

Our CSI Strategy has been developed to align our internal committees and initiatives, helping us to collectively make a bigger contribution to a more sustainable society. To do so, we developed the following objectives:

1. Synergise the collective efforts of the Inclusion and Diversity, Health and Wellbeing, Charity, and Social Committees to ensure all are focused on achieving Pantheon's Corporate Social Impact Mission
2. Make a meaningful contribution to the attainment of seven out of the 17 UN Sustainable Development Goals (SDGs)
3. Attract, motivate, and retain talented and engaged employees
4. Be a positive influencer in the Private Markets through the impact of our Strategy

FOUR PRINCIPLES

Our approach to achieving our CSI objectives is guided by four core principles, which are set out below:



These four principles also guide our approach to tackling environmental, social and governance (ESG) issues as an investor. We became the second private equity firm internationally to adopt global ESG standards as a signatory of the United Nations-supported Principles of Responsible Investment (PRI). Since the introduction of the PRI's annual assessments in 2015, Pantheon has achieved strong ratings for each relevant category, each year.

We have also sought to promote higher ESG and corporate responsibility standards across the industry, including by

contributing to the drafting of new guidelines, working papers and other enabling tools through our active roles on both the PRI's Steering Committee and Private Equity Advisory Committee, which we joined for the maximum tenures in 2009 and 2017 respectively.

From serving on ESG advisory committees to partnering with organizations promoting diversity and inclusion across the industry, we play an active role in promoting aspects of our ESG agenda. You can find out more by reading our ESG report on our website [here](#).

UN SUSTAINABLE DEVELOPMENT GOALS

Our CSI Strategy and Mission is also guided by the Sustainable Development Goals (SDG), which were adopted by the United Nations (UN) General Assembly in September 2015. They are a set of 17 ambitious, interrelated objectives, along with associated targets and indicators, established to advance the UN 2030 Agenda for Sustainable Development.

The SDGs make clear that the global community relies heavily on the private sector to solve some of the most urgent problems the world is facing. Both companies and institutional investors are asked to contribute to the SDGs through their business activities, asset allocation and investment decisions. We are proud to promote ESG and CSI best practice in private equity, and to make a meaningful contribution to seven out of the 17 SDGs.

Paul Ward
Managing Partner

Dianne Remanous
Global Head of HR

OUR ACTIVITIES IN 2021/2022 - AND BEYOND

As you read through this report, you will find out more about how we have embedded our CSI Strategy and Mission across the firm, including detail on our priorities and activities during 2021 and 2022 in our key focus areas, each of which is supported and championed internally by its own committee of Pantheon colleagues from across our business and geographies.

Beyond these achievements and milestones, we continue to develop our thinking and approach, including through internal surveys and feedback, to track our performance and evolve our policies and actions. In that way, we will ensure we continue to harness the power of our people and do our bit to deliver the sustainable change for our clients, employees and global communities.

Achieving our Mission

To ensure that our efforts enable us to meet our CSI objectives in a holistic and transparent manner, we have developed three key areas of focus, each targeting a combination of the seven selected SDGs to which we have committed to make a meaningful contribution: **People, Environment, and Community.**

The relevant SDGs each area supports, as well examples of the KPIs we use to track progress in each focus area, are outlined below:

PEOPLE



EXAMPLES OF KPIs

- ▶ Share of women and other minorities in Executive Positions including board and executive team and VP
- ▶ Women and other minorities as a % of global employees
- ▶ Legal frameworks in place to promote, enforce and monitor equality and non-discrimination on the basis of factors such as gender, race, sexual orientation etc
- ▶ % of diverse candidates considered and on final shortlist for a role
- ▶ Employee satisfaction and turnover
- ▶ Health and safety

ENVIRONMENT



- ▶ Energy consumption and carbon emissions in offices
- ▶ Policy on waste management and recycling in offices
- ▶ Statement on emission reduction, reduction of energy use and use of renewable energy

COMMUNITY



- ▶ Total corporate-wide cash and in-kind contributions to local and global philanthropic causes
- ▶ Significant collaborations with non-profits, NGOs and corporate partners
- ▶ Number of hours volunteered by employees
- ▶ Number of Pantheon leaders who share their expertise with non-profit organisations

Each of these focus areas is managed by a combination of Pantheon's CSI committees, which feature colleagues from across all areas of the business, representing a diverse range of ranks, geographies and perspectives. It is the priorities, actions and activities overseen and championed by each of these committees that we will cover in this report, with a chapter devoted to each.



Inclusion and Diversity Committee
The Power of Pantheon – One United Culture



Health and Wellbeing Committee
Invest 4 Health



Charity Committee
Global Focus, Local Impact



Social committee
Bringing People Together



1 | Inclusion & Diversity Committee

"The Power of Pantheon - One United Culture"

SDGs supported



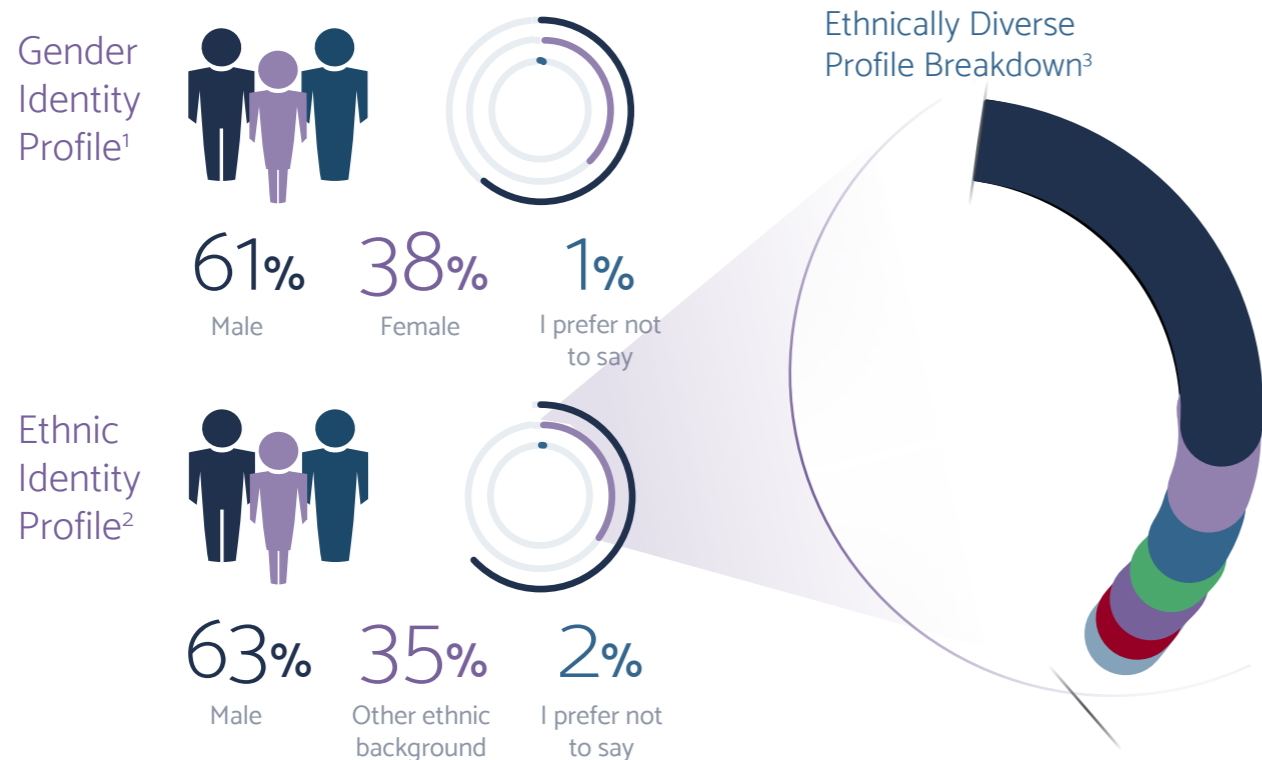
Following the refresh of our Inclusion and Diversity (I&D) Strategy in 2020, we have welcomed new members to our I&D Committee in 2021 and 2022, who have helped drive change and improvement in line with our I&D Strategy. The Committee is responsible for the execution of the Strategy including policy, governance, managing partnerships, and championing an inclusive culture.

Transparent approach

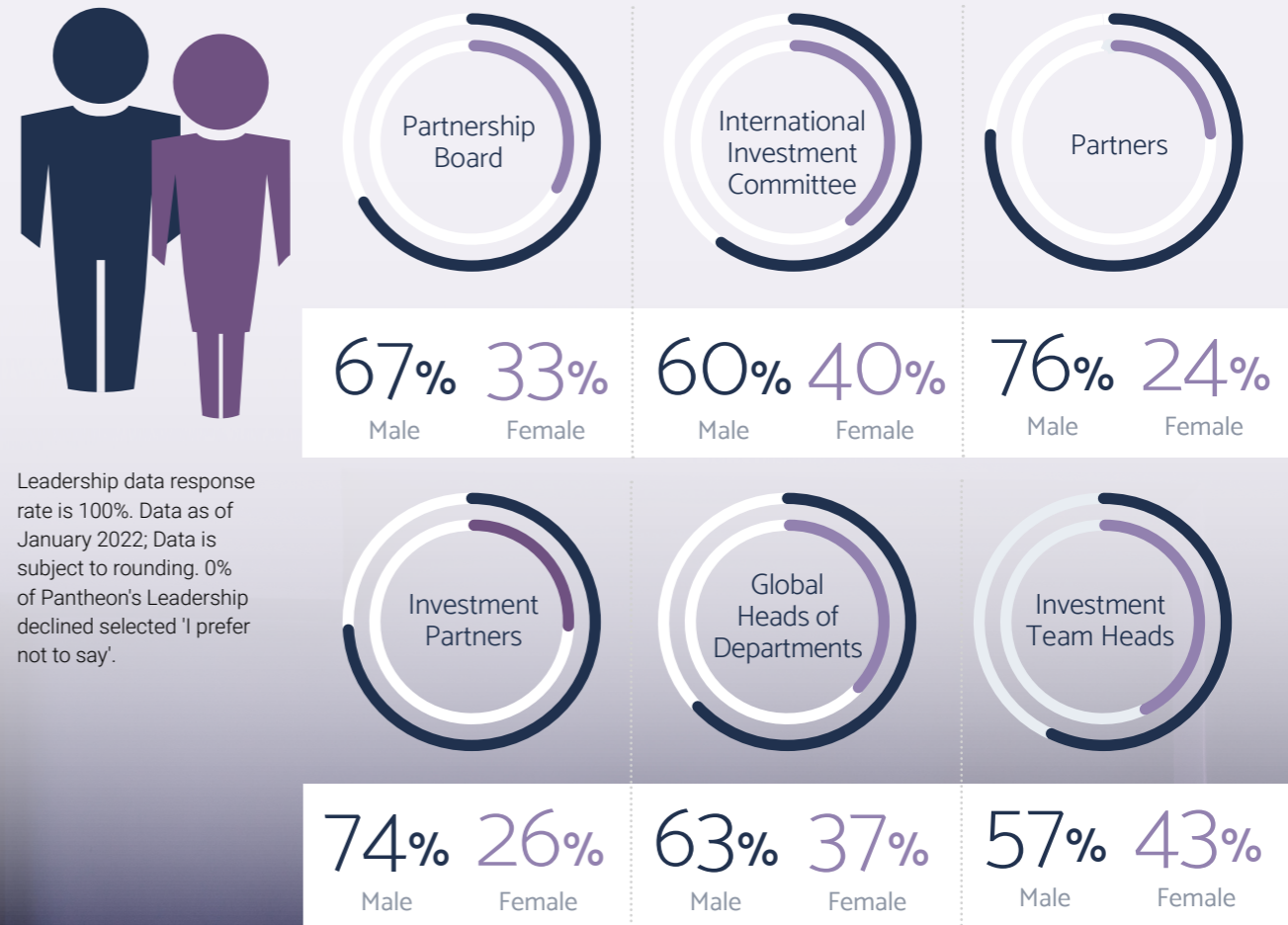
We believe the foundation of creating a truly inclusive workplace is transparency, which is why we publish statistics each year on our website documenting our global staff breakdowns according to gender identity, ethnic diversity, LGBTQ+ and disability profiles. You can read the full report 2022 [here](#).

The following is a snapshot of the most recent data, covering our global staff gender and ethnicity profile, as well as diversity figures for our company leadership, all based on our latest staff survey findings as of January 2022:

Global Staff Gender Identity and Ethnic Diversity Profile



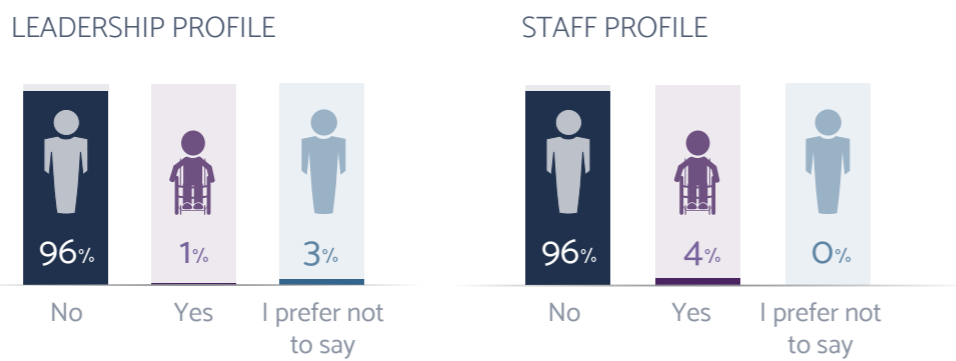
Overview of Pantheon's Leadership Profile by Gender Identity



Global Staff LGBTQ+ Profile¹



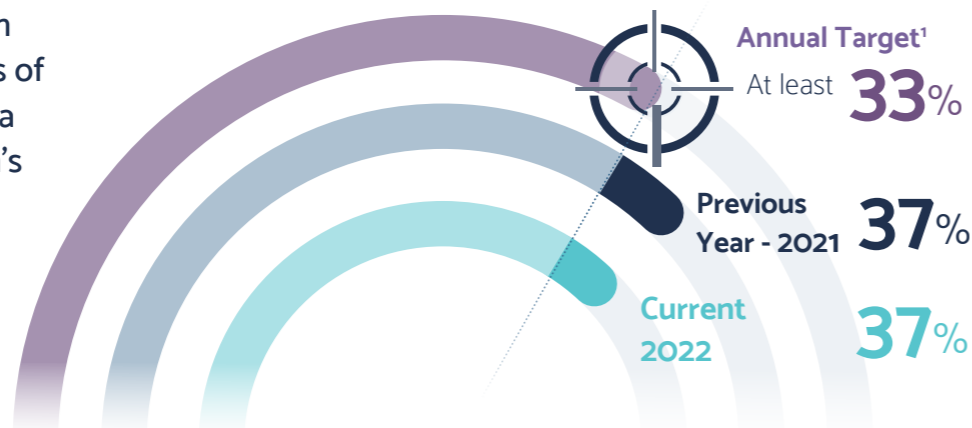
Global Staff Disability Profile



Data as of January 2022; data is subject to rounding. Response rate among all global staff was 75%. ¹ 1% of survey respondents declined to answer.

Importantly, Pantheon has been a signatory of the HM Treasury's Women in Finance Charter since 2018. As part of our commitments under the Charter, we have set a target to ensure that the proportion of women who are engaged in the day-to-day management and operation of our firm (Global Heads of Departments and Partnership Board) is at least 33%. Our 2022 Inclusion and Diversity survey showed that our current percentage of women in these senior roles is 37%, exceeding the current target.

Percentage of women who are Global Heads of Departments and/or a member of Pantheon's Partnership Board (1st January 2022)



All of our commitments and principles to which we have signed can be found here: www.pantheon.com/diversity.
¹ In January, 2020 Pantheon updated its annual target from 30% to 33% in line with the Hampton-Alexander Review target that women's representation on leadership teams should be 33% by 2020.

Our actions in 2021 and 2022

In March 2021, we published our Global I&D policy, reiterating our inclusion ethos and highlighting our three driving commitments:



POLICIES

Following the publication of our I&D policy, in 2022 we launched new employee handbooks in the UK and US, including more enhanced parental leave policies and the continuation of our commitment to hybrid working. We continue to actively seek feedback and guidance from our employees, as we support our people and strive to find the most effective and inclusive working environment that harnesses the benefits of remote connectivity and enables improved work/life balance.

UNITED CULTURE

To work towards our pillar of building a United Culture, we have implemented several initiatives throughout 2021 and 2022, aiming to ensure our managers and people operate in a way that encourages truly inclusive behaviour and enables every colleague to be at their best. This reflects our belief that by harnessing our differences and promoting a wide range of perspectives, we will create a productive environment in which everybody feels valued, where our talents are being fully utilized and in which our organizational goals are met.

The I&D Committee supported and delivered actions to support this broad objective, and also selected a number of under-represented groups and causes on which to focus on raising awareness. Key achievements through the period include:

Throughout 2021, all Pantheon Managers undertook mandatory annual anti-discrimination and unconscious bias training led by our HR team.

GAIN (GIRLS ARE INVESTORS)



In November 2021 we announced that Pantheon would be participating in the GAIN (Girls Are Investors) Empower Investment Internship Programme for 2022. The programme is open to female and non-binary students across the UK who aspire to have a career in investment management, giving interns the opportunity to learn about investment management and build a network of like-minded peers.

'MENTORING@PANTHEON – WITHOUT BARRIERS'

We launched Pantheon's fourth annual mentoring programme in 2022. 'Mentoring@Pantheon – without barriers' is offered across all offices, teams, and seniorities, with the aim of providing access to our senior global professionals for mentees – and an ethos of encouraging the development of relationships across offices and departments, fostering access to different cultural, gender and regional perspectives.

US BLACK HISTORY MONTH



In February 2022, US Black History Month was marked by sharing several interviews with some of our Black colleagues at Pantheon, who discussed what the month means to them and which historical Black figures inspire them individually. Colleagues were also invited to attend a session presented by Megan Holston-Alexander from Andreessen Horowitz ("a16z"), a prominent venture fund manager in whose funds Pantheon has invested on behalf of our clients, and Julie Quist-Therson of 10,000 Black Interns.

INTERNATIONAL WOMEN'S DAY



To mark International Women's Day and Women's History Month in March 2022, the I&D Committee held an internal panel and Q&A event with some of Pantheon's senior female leaders. Following an introduction from Dianne Remanous, Global Head of HR, Imogen Richards, Partner and Global Head of Investment Structuring and Strategy, spoke about her involvement with Level 20, an organization that focuses on promoting gender diversity in European private equity, which was followed by a Q&A with Ana Zarruk, Head of Latin America, and Kathryn Leaf, Global Head of Real Assets.

INCLUSION & DIVERSITY REPORT



In April 2022, we published Pantheon's annual Inclusion & Diversity Report, which included our internal Diversity data, as well as a summary of the achievements and activities around all things I&D.

PRIDE MONTH



To celebrate Pride Month in June 2022, desktop backgrounds for all global colleagues were changed to represent the Pride flag, with a new Pride fact for each week of the month. A publication was also sent, highlighting our partnerships with Out Investors, Diversity Project, and the webinars and tools they have to support our education and understanding.

During Pride Month, Colleagues were also invited to an exclusive webcast with Susannah Townsend MBE, a retired international hockey player and Olympic Gold medallist, who shared an open and honest account about her international hockey career, her trials and tribulations with her sexuality, and key learnings from her life to date. Through our partner network, Out Investors, colleagues were also invited to a range of other Pride 2022 events and speaker sessions including: 'Unapologetically Us – A Pride Month and Juneteenth Celebration', hosted by Out at Ares and ABA, in partnership with Mindr, and 'PED Talk with Jens Schadendorf', author of the book 'GaYme Changer', organized by BlackRock OUT & Allies network and DWS Pride.

ETHNICITY MONTH

In September 2022, we acknowledged Ethnicity Month by hosting an International Food Week celebration across our global offices, for which colleagues were invited to bring in a dish from their culture to share, with recipes included in a broader global internal communication. We also changed all computer backgrounds to a specially designed desktop featuring facts about ethnicity.

DIVERSITY AWARDS

Pantheon was delighted to win the Diversity Award at the Money Age Asset Management Awards 2021, as well as Diversity and Inclusion Leader of the Year (LP) at the Real Deals' British Private Equity Awards 2022. This recognition reflects our commitment to building a truly inclusive workplace and our belief that diversity amongst our people and a culture of inclusion powers our innovation and success.

You can find out more about the methodologies for these awards by [visiting the awards page of our website.](#)

INTERNSHIP AND TRAINING PROGRAM



In partnership with 10,000 Black Interns, SEO London, and GAIN, we ran a summer 2022 internship and training program in the US and UK, to help underrepresented groups access and develop career opportunities to transform D&I outcomes. Pantheon hosted three interns in the US and six in the UK, resulting in a permanent job offer for one of the London interns.

FUTURE FRONTIERS SCHOOL MENTORING PROGRAM



In the Summer of 2022, Pantheon partnered with Future Frontiers for a four-week coaching and mentoring programme, supporting 15 students aged 14 to 15 from disadvantaged backgrounds in getting the most from their remaining time at school and planning next steps in education, employment, and training. Through Pantheon's partnership 92% of students felt that their coach helped them find an inspirational career, and 92% of students felt that they were clearer on what they needed to do to achieve their ambitions.

Pantheon proudly supports several organizations focused on causes ranging from equitable access to education and opportunity, to encouraging women to pursue fulfilling careers in private equity. We are particularly focused on partnerships that promote gender equity and under-represented groups like the LGBTQ+ community and people from ethnic minority backgrounds, to support the talent pipeline across asset management, as well as at Pantheon. Our partnerships offer engagement opportunities for all employees that reflect Pantheon's holistic values and approach to I&D. In addition to some of our longer-standing partnerships (listed below), during 2021 and 2022 we have entered into new partnerships, or become members or signatories of, the following initiatives:



GAIN (Girls Are Investors), a community of investors, with charitable status, set to change the staggering lack of gender diversity in investment management from the ground up. Their purpose is to inspire young women to get into the industry through information and talks, career support and access to opportunities.



The Diversity Project, a cross-company initiative whose mission is to accelerate progress towards a more inclusive culture within the Savings and Investment profession.



Out Investors, a global organization founded with the mission to make the direct investing industry more welcoming for LGBTQ+ individuals. OI runs events and programs involving LGBTQ+ investment professionals and investment-adjacent roles such as portfolio value creation, fund management, and investor relations. Its network operates through local chapters in major financial city centers, including New York, London and San Francisco, and is formed in partnership with investment organizations. Current chapters include New York, London and San Francisco.



WAI (Women in Alternative Investments): Women in Alternative Investments, along with the WAI Network, is an initiative aimed at promoting, encouraging and empowering women within the private equity fund industry in Colombia. Pantheon is a co-founder of this network, established in February 2021, alongside ColCapital and MAS Equity Partners. The network brings together more than 140 women in different positions and companies in the sector and measures the representativeness of women by profiles of industry players, years of experience and their position within the companies in the sector.



Institutional Limited Partners Association (ILPA) Diversity in Action initiative, which brings together institutional investors and fund managers who share a commitment to advancing Diversity, Equity and Inclusion (DEI) in the private equity industry. The goal is to motivate market participants to engage in the journey towards becoming more inclusive and to build momentum around the adoption of specific actions that advance DEI over time, both within their organizations and the industry more broadly.



Jopwell: Jopwell is a career advancement platform for Black, Latinx, and Native American students and professionals to help unlock professional opportunities. Jopwell also assists companies with their diverse recruitment and marketing efforts. Jopwell empowers the community to learn, connect, and apply for professional opportunities, while enabling companies to connect with and recruit top talent from the most historically underrepresented ethnic minority groups.



Future Frontiers, an award-winning education charity that exists to ensure young people from disadvantaged backgrounds fulfil their potential at school and when transitioning to education, employment or training at age 16. They do this through an intensive programme of coaching delivered by business professionals and giving students access to professional role models in their chosen industries.

We also continued to develop our longer-standing inclusion and diversity-related partnerships over the past year:



Level 20: Pantheon is a proud sponsor of Level 20, a not-for-profit organization co-founded by Pantheon Partner, Helen Steers, and established to inspire women to join and succeed in the private equity industry. We encourage all colleagues, irrespective of gender, to contribute to Level 20-led research, discussion groups and outreach events, and participate in the annual mentoring programme.



Best Buddies International, the world's largest organization dedicated to ending the social, physical, and economic isolation of the 200 million people with intellectual and developmental disabilities (IDD). We are partnered with Best Buddies in San Francisco, helping with donation and fundraising drives as well as events. In 2022, we also partnered with the New York arm of Best Buddies.



HKVCA: Pantheon Partner Jie Gong is Chair of the Diversity and Inclusion Committee of the Hong Kong Venture Capital and Private Equity Association (HKVCA), Asia Pacific's largest private equity industry association by number of members.



SEO (Seizing Every Opportunity): Pantheon has supported Sponsors for Educational Opportunity (SEO) in a variety of ways over the past nine years, including participating in 'SEO Career', the US's premier summer internship and training program, which helps under-represented groups access and develop career opportunities to transform D&I outcomes, and sponsoring its annual SEO Alternative Investments Conference. In 2018, Kara Zanger, Partner, was appointed to SEO's Limited Partners Advisory Council.



10,000 Black Interns works to transform the horizons and prospects of young Black people by offering paid work experience across a wide range of industries, as well as world-class training and development. It seeks to offer 2,000 internships each year for five consecutive years and has partnerships with firms from over 20 different sectors, delivering internships across a range of internal business functions.

2 | Health and Wellbeing Committee

"Invest 4 Health"

Throughout 2021 and 2022, the Committee has regularly communicated with colleagues to promote better wellbeing and ensure colleagues are always able to be at their best, building on a programme of communication activity that began in the early stages of the Covid pandemic, as a way to help colleagues to stay connected while working remotely from colleagues and friends.

Among other things, the Health and Wellbeing Committee continued to champion and promote Pantheon's membership with the Mindful Business Charter (MBC). Pantheon became a signatory of the MBC in 2020. MBC is a set of best practice behavioral principles to tackle and reduce avoidable stress in the workplace. It is the result of a collaborative research exercise between leading banks and law firms and is designed to be both commercial and responsible. The key elements of the Charter include Openness and Respect, Smart Meetings and Emailing, Respecting Rest Periods and Mindful Delegation.



SDGs supported

- 3 GOOD HEALTH AND WELL-BEING**
- 5 GENDER EQUALITY**
- 8 DECENT WORK AND ECONOMIC GROWTH**

OUR "INVEST 4 HEALTH" STRATEGY IS BASED ON FOUR PILLARS:



Mental Health

Mental health is defined as a state of well-being in which an individual realizes their own potential, can cope with normal stresses of life, can work productively and able to make a contribution to their community.



Physical Health

The lifestyle behavior choices you make to ensure health, avoid preventable diseases and conditions, and live in a balanced state of body, mind and spirit.



Social Health

Social wellbeing is the extent to which you feel a sense of belonging and social inclusion. Individual lifestyles, values, traditions and beliefs are important to social wellbeing.



Financial Health

Financial wellbeing is about a sense of security and feeling as though you have enough money to meet your needs. It's about being in control of your day-to-day finances and the financial freedom to make choices that allow you to enjoy life.

A selection of key activities throughout the period across all of the four pillars above is outlined below:

OCTOBER 2021

- Mental Health**: To recognise **World Mental Health Day**, the Committee shared top tips for looking after mental health and outlined the benefits of mindful activities such as yoga, as well as sharing content recommendations on the 2021 theme, 'the importance of rest and sleep for mental health'.

NOVEMBER 2021

- Physical Health**: Colleagues were invited to workshops run by MobFit, focusing on setting fitness goals to empower you for success and the fundamentals of fitness for improved training.

DECEMBER 2021

- Mental Health**: Partnered with **Shine Offline**, the Mindful Business Charter's digital wellbeing partner, for a webinar on the topic of improving digital wellbeing in today's "always on" world.
- Physical Health**: Media Relations Manager at Aviva Investors and trained yoga teacher, Laura Cocker, ran Vinyasa flow yoga sessions for colleagues, emphasising the connection between body and breath and encouraging "meditation in motion".

JANUARY 2022

- Financial Health**: In March, the Committee launched their 2022 **Financial Wellbeing sessions** in partnership with AAG Financial Education. The sessions focused on tax planning for the financial year end and planning for retirement. AAG also provided free one-to-one financial planning consultations for colleagues.

FEBRUARY 2022

- Physical Health**: The Committee issued a communication to colleagues that included materials discussing how to cultivate a healthy relationship with exercise.
- Social Health**: Following **Time to Talk Day** in February, the Committee shared an article from the program's lead physiologist, Finlay Haswell, exploring why effective working relationships are key to our happiness at work.

MARCH 2022

- Mental Health**: Partnered with AXA to provide colleagues with a webinar on the topic of "nurturing your mental health", sharing expert tips on directing or preserving mental energy, how to feel mentally well, and maintaining a positive mindset during times of change and uncertainty.

APRIL 2022

- Mental Health**: To mark **Stress Awareness Month**, the Committee arranged a number of webinars and events relating to the Mindful Business Charter, burnout, saying "no", and resources available through our private health insurance providers.

MAY 2022

- Physical Health**: For **Mental Health Awareness Month**, the Committee partnered with Pantheon's Charity Committee to run a Global Step and Mindfulness Competition. 114 colleagues participated globally, with the highest-scoring team in each region being awarded \$2,000 to donate to a charity.
- Social Health**: Partnered with the Social Committee in London and held a rooftop terrace social, with guest speakers from the award-winning BBC 5 Live podcast 'Hooked: The Unexpected Addicts'.

JUNE 2022

- Mental Health**: To mark Mental Health Awareness Month, the Committee created Microsoft Teams meeting backgrounds to raise awareness, and partnered with both That Day and Vitality to provide webinars and workshops for colleagues on the topics of Stress and Burnout, Developing Resilience, Food and Mood, and Supporting Families with Mental Health.

JULY 2022

- Social Health**: Partnered with the London Social Committee to run the first London Pantheon Football match. 14 colleagues of all seniorities from both London offices took part in the game, which will now become a regular feature for both Committees.

AUGUST 2022

- Mental Health**: Celebrating **World Mental Health Day 2022**, the Committee partnered with UK Health Insurance provider Vitality and shared a number of workshops with colleagues on topics such as managing stress and anxiety, motivation and goal setting, the fundamentals of recovery, and eating guilt free.
- Social Health**: Marking **Mental Health Awareness Day**, the Committee partnered with the London and San Francisco Social Committees to run the Great Pantheon Bake Off. Donations were made to support the charity Demelza and a mental health charity in the US.

SEPTEMBER 2022

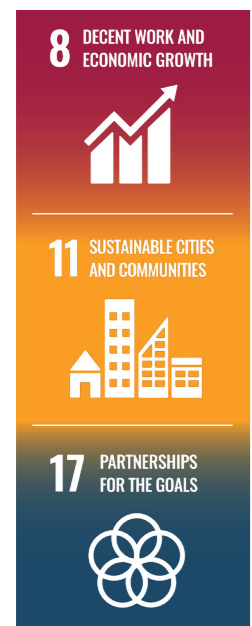
- Physical Health**: Acknowledged **Breast Cancer Awareness Month** by holding a Wear It Pink day to raise awareness, as well as sharing webinars from Vitality on the topics of breast and gynaecological cancers, and the benefits of exercise for women. They also provided collection boxes in offices to raise money for breast cancer charities in each region. During the month the Committee also marked **World Menopause Day**, sharing a series of webinars, articles, and apps discussing menopause, on topics such as menopause and mental health, why menopause matters in the workplace, and the truth about race, ethnicity, and menopause care.

OCTOBER 2022

3 | Charity Committee

"Global Focus, Local Impact"

SDGs supported



Supporting good causes is a valuable and important way of contributing to our communities. Pantheon has long had an active corporate program that supports a range of charities, largely thanks to our colleagues participating in organized events and challenges around the world. Beyond our corporate program, our staff across the world energetically engage in a wide range of charitable pursuits, for which they can also take paid leave through annual volunteering days/hours.

Our Charity Committee coordinates many of these activities and has continued its efforts throughout 2021 and 2022, despite a challenging environment during and after Covid. The Committee is focused on developing key relationships with a small number of charities, to maximize the impact Pantheon and our colleagues can make. Examples of the charities we have partnered with and some of the events we have done are as follows:



DEBRA UK is a national charity and patient support group for people living with the rare genetic skin blistering condition, Epidermolysis Bullosa (EB), also known as 'Butterfly Skin'. EB causes the skin to become very fragile and tear or blister at the slightest touch. DEBRA provides care and support for people living with EB, and funds pioneering research to find effective treatments and, ultimately, a cure.

In November 2021, Pantheon provided the opportunity for colleagues to attend the sixth annual DEBRA Great Chefs Dinner 2021. Hosted by Michel Roux Jr, guests were treated to six courses each cooked by an internationally-renowned chef. The event raised more than £130,000 for DEBRA.

In April 2022, four Pantheon colleagues took part in the Snowdon Sea to Summit Challenge, first cycling along the North Wales coastline, before climbing Mount Snowdon on foot, and finally kayaking around the glacial lake of Llyn Padarn, one of the largest natural lakes in Wales. Pantheon raised £7,445 in total for the challenge.

In May 2022, Pantheon supported DEBRA by providing the opportunity for a team to enter the charity's annual golf day at Bearwood Lakes, Wokingham. The event raised over £6,000 for DEBRA. In addition, Pantheon has provided various opportunities for colleagues to participate in various events such as the RideLondon Essex 100 race (a 100-mile cycling course that started and finished in central London, looping round

the Essex countryside) and the 2022 London Marathon in aid of DEBRA, raising thousands of pounds for DEBRA in the process.

In October 2022, two colleagues from our London office ran the 2022 London Marathon in aid of DEBRA, raising almost **£2,000**



Demelza

Demelza Hospice Care for Children is a children's charity and hospice, providing palliative, respite, end-of-life and bereavement care to life-limited children and young adults, and their families. Demelza believes that every child and young person who has a serious or terminal condition should receive the care and attention they need to live the most fulfilling life they can, and that they and their families should have the opportunity to build memories, for however long they have together.

In 2021, Pantheon gifted £6,000 towards Demelza's Music and Art Therapy program, which runs six days a week and offers space for children and their families to communicate and express themselves in verbal or non-verbal ways.

In January 2022, Pantheon sponsored Demelza's second annual Christmas Tree-cycle campaign. In exchange for a donation, residents in selected postcodes across Kent in Southeast England had their wilted Christmas trees collected from their doorstep

and recycled. The Christmas tree collections took place over three days and raised over £20,000, with over 1,250 households visited and more than 1,400 trees collected.

In May 2022, a team of four colleagues spent the day in the Demelza Leonard on Sea Hospice gardens, helping to rebuild the gardens after recent storms. That month, several colleagues also took part in the Going the Distance charity walk in London on behalf of Demelza, raising over £10,000.



BEST BUDDIES



Best Buddies International is the world's largest organization dedicated to ending the social, physical, and economic isolation of the 200 million people with intellectual and developmental disabilities (IDD). We are partnered with Best Buddies in San Francisco, helping with donation and fundraising drives as well as events. In 2022, we also partnered with the New York arm of Best Buddies.

Pantheon volunteers work with Best Buddies participants, assisting with speech writing and delivery in two-hour Ambassador Training workshops, or job training by helping

participants with a particular skill such as resume writing, interviewing, and networking.

Pantheon also assists Best Buddies through donations and fundraising. In 2022, our Charity Committee donated \$30,000 to Best Buddies, which was put towards growing their jobs program in the Bay Area of San Francisco. In October 2022, the Committee purchased eight tickets for the Best Buddies Party for a Purpose fundraising event, a black-tie cocktail reception with speakers, a silent auction, and the opportunity to meet other Best Buddies sponsors, supporters and clients.



OTHER INITIATIVES SUPPORTED

To support a cause close to the Pantheon family's heart, this year we also donated **£21,000** to the Leo Bush **Brighter Future Fund**. Andy Bush, Principal in our Investor Relations Team, and his family are aiming to raise **£79,000** in memory of his son Leo, who tragically died in January this year from a very rare genetic neurological condition. Leo's fund is in partnership with Great Ormond Street Hospital and the money raised is going towards funding cutting edge research into genetic causes of severe epilepsy in babies.

JustGiving™

Andy and Sofie are fundraising for Great Ormond Street Hospital Children's Charity ([justgiving.com](https://www.justgiving.com))



Brighter Future Fund™
The Leo Bush Brighter Future Fund



GLOBAL STEP COMPETITION

Pantheon's Charity Committee partnered with the Health and Wellbeing Committee to run a Global Step and Mindfulness Competition in May. The winning teams from each region selected charities to which to donate

\$2,000



In 2021, **Plastic Free Seas** was elected as a Charity of the Year in Hong Kong for the second year running. The charity is dedicated to advocating change in the way we all view and use plastics in society today through education and action campaigns. Among other awareness raising activities, our colleagues in Hong Kong were given a virtual presentation from Co-founder and Director of Operations, Dana Winograd.



In 2022, Pantheon's London office began supporting **MammaKind**, a baby bank that collects pre-loved clothing and equipment, toiletries and nappies for babies and children up to the age of 5 in various locations across London. They support mothers facing poverty through referrals from local professional services. A group from Pantheon's Transactions Team volunteered at a collection depot in London earlier in the year and more voluntary opportunities have been arranged to enable more colleagues to take part.



Moorfields Eye Charity supports the pioneering work of Moorfields Eye Hospital and its research partner, the UCL Institute of Ophthalmology. By supporting innovative research, education, and care at these two institutions, the charity makes a difference to the lives of patients at the hospital and people with sight loss around the world.



El Arte de Vivir is an educational and humanitarian foundation. Founded in 1981 by Sri Sri Ravi Shankar, its work in more than 150 countries is focused on stress management and services that contribute to the wellbeing of society.



Pantheon's Charity Committee sponsored the **Castel Office2Office Ride 2022** in May 2022. Over 40 cyclists rode through four countries in Europe, covering over 480 km and climbing over 2,200 meters elevation in just three days, to raise awareness and money for Cure Parkinson's. Parkinson's is the fastest growing neurological disorder in the world, and the disease is affecting a higher proportion of people and at a younger age than ever before. Cure Parkinson's is involved with 35% of all research involved in slowing, stopping, and reversing Parkinson's.



In June 2022, several colleagues took part in a charity football tournament at Stamford Bridge Stadium, along with nine other teams. Organized by Beach Point Capital Management, the tournament raised funds for the **Chelsea FC Foundation**. The Foundation uses 'the power of football' to provide sport, health, education, and environmental initiatives throughout communities.



UKRAINE MATCHED DONATION/FUNDRAISER

In March 2022, Pantheon made a corporate donation to the **Disasters Emergency Committee** and **UNICEF** following the outbreak of war in Ukraine, and also partnered with the AMG Foundation to match colleagues' donations to charities supporting the Ukraine relief effort. A combined contribution of over \$165,000 was given to organizations providing much-needed humanitarian aid to affected communities.

4 | Social Committee

"Bringing People Together"

SDGs supported

- 3** GOOD HEALTH AND WELL-BEING
- 5** GENDER EQUALITY
- 11** SUSTAINABLE CITIES AND COMMUNITIES

Like Pantheon's Health and Wellbeing Committee, our Social Committees across all of our global offices have developed their own separate objectives, which act as a framework for their activities:

-  To bring people together through a variety of different events and activities, promoting interaction across different teams and geographies
-  To listen to people's needs and stimulate respect and open-mindedness towards our differences through social engagements, creating a welcoming environment for all
-  To enhance the social experience for all employees, deepening community spirit through events
-  To be representative and inclusive of all ages, genders, ethnicities, religious beliefs and identities, taking into consideration our unique and diverse colleagues

These committees organize or support a range of events throughout the year, some smaller and team-focused with the aim of encouraging bonding between colleagues who work closer together, with others taking in the broader Pantheon community to make connections across teams and even between offices. Many events are themed and coincide with specific milestones or global celebrations, or otherwise mark key points in the year. A small selection of the social events across our teams and offices is included below and over the page:

SELECTED 2021 EVENTS

The activities of the social committee were significantly complicated during 2021 by ongoing Covid restrictions – but the need for effective social activities to avoid isolation and ensure colleagues remained connected to their teams was ever more apparent. For example, in March 2021, Pantheon's Operations Social Committee organised a virtual night of Family Fortunes and quizzes, with Harry Potter-themed desktop backgrounds to highlight separate teams. Meanwhile, in April 2021, our Information Systems Team celebrated both a birthday and work anniversary with a Trivia Quiz.

SUMMER

JULY

In the Summer of 2021, colleagues celebrated being able to socialise in person once more. In July 2021, Pantheon's Infrastructure Team in San Francisco enjoyed a face-to-face dinner and drinks. In London, several colleagues took part in the Standard Chartered Great City Race, a 5km corporate running challenge that takes in some of the capital's most famous landmarks, including St Paul's Cathedral, Tower 42 and the Bank of England.

AUGUST

In August 2021, London-based members of our HR Team met up for a social consisting of crazy golf and dinner. September 2021 saw the Bogota Team meet in person for the first time in a year and half for a day of yoga and hiking to a nearby waterfall.

OCTOBER

In October 2021, Pantheon held its first 'Partners Punch' event in more than a year. These events have long been a feature of the company's social calendar and are informal gatherings that enable colleagues to meet and socialise with those they wouldn't usually have contact with within our offices, encouraging us to act, work and socialise as one firm. Historically these events were office-specific, usually occasioned by an event of note or the presence of an out-of-town Partner who is responsible for providing a punch for attendees that is thematic, traditional, or particularly unusual.

On this occasion, to celebrate the success of the 2021 Annual Investor Meeting and launch of Pantheon Infrastructure Plc (PINT), the Partners Punch was live streamed across all our global offices, with virtual attendees encouraged to follow the same punch recipe in their individual locations.

WINTER

NOVEMBER

In November, our New York office hosted a hybrid office and remote Thanksgiving celebration. A Thanksgiving toast and introductions from recent new joiners was followed by an office-wide Pantheon Bingo game.

SELECTED 2022 EVENTS

FEBRUARY

Following festive, New Year and Q4-end celebrations across our offices globally, colleagues in London were welcomed back to the office in February 2022 with a pizza and drinks social. Elsewhere in Hong Kong, the team celebrated a belated 2020 Christmas celebration at ICHU, a Peruvian restaurant in Central. In the New York office, colleagues enjoyed an Olympic Games watching party.

SPRING

MARCH

In the Spring of 2022, several social events took place. March saw the London office celebrate St Patrick's Day, with decorations, donuts, and drinks. In New York and San Francisco, colleagues enjoyed March Madness, the NCAA Division I men's single-elimination basketball tournament featuring nearly 70 college basketball teams. In the New York office, colleagues kicked off March Madness with a pizza lunch. In April, Pantheon administration staff were celebrated with an Admin Appreciation Day breakfast in the New York office.

MAY

In May, the Health and Wellbeing Committee partnered with the London Social Committee to mark Mental Health Awareness Month and celebrate the final close of our first global flagship senior debt secondaries fund. Staff gathered on the 1FA London office roof terrace and were joined by guest speakers Melissa Rice and Jade Wye, presenters of the award-winning BBC podcast series, 'Hooked: The unexpected addicts'. In their talk, Melissa and Jade discussed addiction as a mental health issue, how addiction and loneliness (the 2022 Mental Health Awareness Month theme) go hand in hand and shared their own personal stories of addiction and recovery.

SUMMER

JULY

In July, colleagues in London celebrated the first half of 2022 with the return of the London Office Summer Party. Colleagues gathered on the rooftop terrace at Aqua Nueva in Regent Street for cocktails and food, followed by an after party at All Bar One. Colleagues in the New York office also celebrated the end of the first half of the year and welcomed in the summer with the office Summer Social. The office was treated to drinks and a boat ride around Manhattan to the Statue of Liberty, taking in impressive views of the Manhattan skyline.

AUGUST

In August, the London Social Committee helped colleagues beat the heat and celebrate the end of Summer by arranging an Ice Cream Social. Colleagues gathered for drinks and rolled or stir-fried ice cream.

AUTUMN

SEPTEMBER

In September, several colleagues in San Francisco took part in the J.P. Morgan Corporate Challenge, the world's largest corporate running event. The race has been running for over 45 years, with more than 250,000 participants taking part globally each year.

Committee members

Inclusion & Diversity Committee



Richard Berke **Brian Buenneke** **Jie Gong** **Dianne Remanous** **Anna McGregor** **Meera Patel** **Cecile Ross** **Kara Zanger** **Ana Zarruk**

Health and Wellbeing Committee



Aziza Alaoui Kacimi **Gideon Betz** **Shaani Desai** **Connie Kuang** **Dinesh Ramasamy** **Olivia Smith** **Juanita Velez** **Cullen Wilson** **Kara Zanger**

Charity Committee



Chris Banks **Chelsea Bokor** **Nick Daifotis** **Christine Mak** **Bree Joyce** **Marc Melia** **Lucy Mobbs** **Amy Pollock**

Social Committee



Jerin Abddin **Nimisha Bhudia** **Giorgia Bosworth** **Kevin Dunwoodie** **Jaycee Garcia** **Jill Hostler** **Janice Ince**



Iain Jones **Bree Joyce** **Austin Kahler** **Kaelan Meichner** **Alex Midera** **Giulia Muscas** **Heloise O'Malley**



Daniella Palay **Vinay Santhanam** **Oliver Sligo-Young** **Divyasri Sunil** **Toni Vainio** **Jennifer Wall** **Matthew Williams**

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