

NOVEMBER 2023

GLOBAL INCLUSION AND DIVERSITY POLICY





“ The Power of Pantheon – One United, Diverse Culture ”

We believe diversity of our people and practices fuels the power of Pantheon's innovation and success.

Diversity of our people is an important underpinning of Pantheon's DNA. Uniting across race, gender, identity, other physical attributes (incl. disability), ethnicity, identity, religion, social background, we are committed to a cohesive and inclusive culture that fosters respect, teamwork, innovation, and empowerment of individuals. We believe this is key to the sustainable success of our firm, our employees and the broad set of Pantheon stakeholders.

We focus on I&D because we want our people to thrive, so collectively we can all grow and prosper and in turn help our communities to do the same. Our inclusion ethos is founded on the premise that harnessing our differences 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. To achieve this, we believe everyone at Pantheon has a part to play.

Our leadership

Sets the culture and policies which promote Pantheon as a diverse and inclusive place to work

Our managers

Have a responsibility for monitoring equality and diversity within their business area and taking positive action to promote equality and eliminate discrimination

Making objective decisions

Being aware of unconscious bias

All staff

Have a responsibility for actively promoting equality of opportunity and diversity

Respecting others

Taking time to understand different perspectives

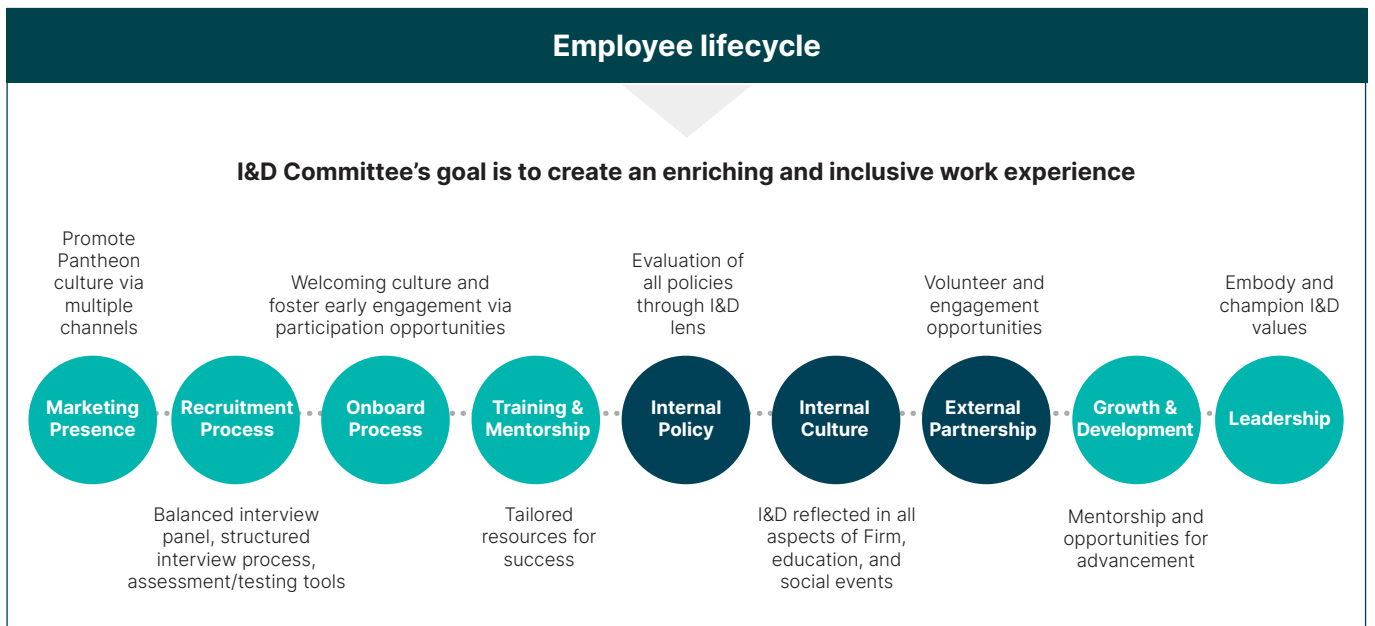


Pantheons Inclusion and Diversity policy encompasses three driving commitments:

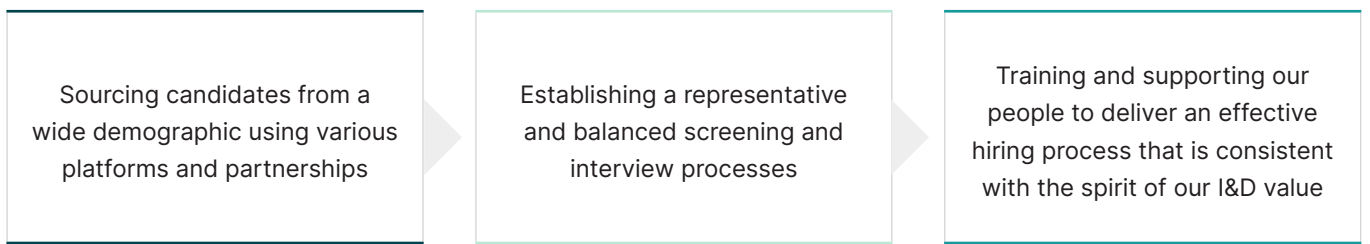
- 1** Full incorporation of our I&D ethos in all company policies
- 2** Organizational practices which fully reflect the upholding of our value of respect towards diversity and zero tolerance towards discrimination
- 3** Partnerships with and contribution towards external organizations which promote our I&D value broadly.

Pantheon embodies these three commitments in every aspect of our corporate conduct.

As an example, the diagram below illustrates how we seek to **incorporate I&D value in the employee lifecycle**, both in terms of the first and the second commitment above.



Specifically, the recruitment process within the employee lifecycle illustrated above aims to incorporate the following, an example of the first commitment in practice:



Our approach is to be transparent, to be visible, to commit to continuous progress, to advocate, to engage with and support each other internally and our carefully selected external partners in our key geographic markets.