

# INCLUSION AND DIVERSITY

## 2023 FACTSHEET

Pantheon's long-term talent focus is to inspire, unite and invest in our people with purpose. We are committed to nurturing and developing all colleagues to maintain our engaged and diversified workforce, supporting their needs as individuals, and harnessing a culture that encourages openness, inclusion, and collaboration.

We believe the foundation of creating a truly inclusive workplace is transparency, which is why we publish statistics each year documenting our global staff breakdowns according to gender identity, ethnic diversity, LGBTQ+ and disability profiles.

The following shows our most recent data, covering our global staff gender, ethnicity, LGBTQ+, and disability profile, as well as diversity figures for our company leadership, all based on data entered by our staff as of March 2023<sup>1</sup>.

<sup>1</sup> Data is based on aggregated and anonymized information inputted to our HR system by our Global Staff, defined as permanent staff and partners. The percentage of input for this year was 89%, compared to a 75% response rate of our 2022 voluntary annual Inclusion and Diversity Survey.

## Global Staff

### Gender Identity Profile<sup>2</sup>

**62%**  
Male

**36%**  
Female

**2%**  
Prefer not to say



### Ethnic Diversity Profile<sup>2</sup>

**61%**  
White

**39%**  
Other Ethnic Background

**22%** Asian

**4%** Black

**3%** Hispanic/Latino

**1%** Middle Eastern

**5%** Mixed/Multiple Ethnic Group

**3%** Prefer not to say

**1%** Other



## Global Investment Team

### Gender Identity Profile<sup>2</sup>

**64%**  
Male

**32%**  
Female

**4%**  
Prefer not to say



### Ethnic Diversity Profile<sup>2</sup>

**61%**  
White

**39%**  
Other Ethnic Background

**25%** Asian

**1%** Black

**4%** Hispanic/Latino

**1%** Middle Eastern

**4%** Mixed/Multiple Ethnic Group

**5%** Prefer not to say



<sup>2</sup> Data is subject to rounding. 0% of staff declined to answer.

## Overview of Pantheon's Leadership by Gender Identity

### Partnership Board<sup>2</sup>

**60%**  
Male

**40%**  
Female



### International Investment Committee<sup>2</sup>

**58%**  
Male

**42%**  
Female



### Partners<sup>2</sup>

**72%**  
Male

**26%**  
Female

**2%**  
Prefer not to say



### Investment Partners<sup>2</sup>

**73%**  
Male

**27%**  
Female



### Global Heads of Departments<sup>2</sup>

**58%**  
Male

**42%**  
Female



### Investment Team Heads<sup>2</sup>

**50%**  
Male

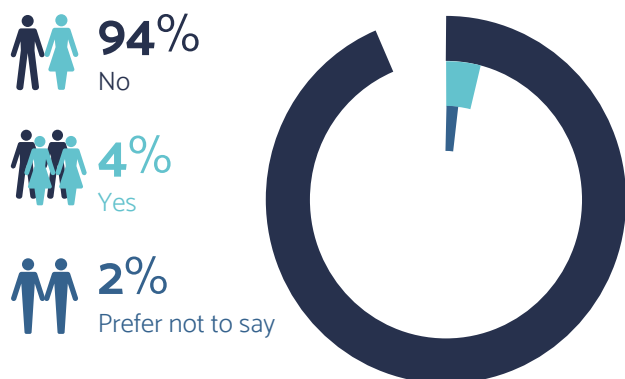
**50%**  
Female



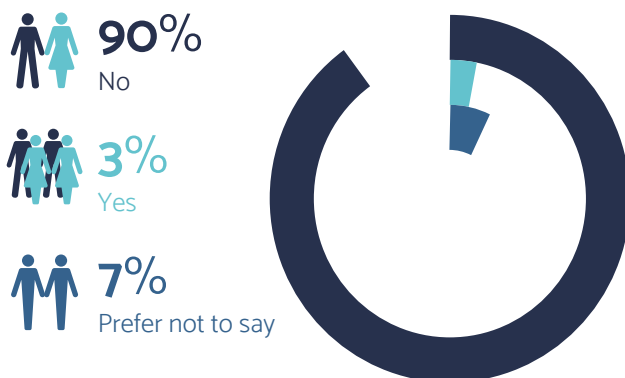
<sup>2</sup> Data is subject to rounding. 0% of staff declined to answer.

## Global Staff LGBTQ+ Profile

### Leadership Profile<sup>2</sup>

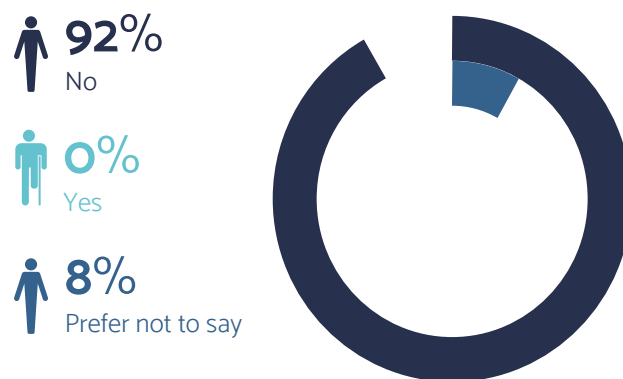


### Staff Profile<sup>2</sup>

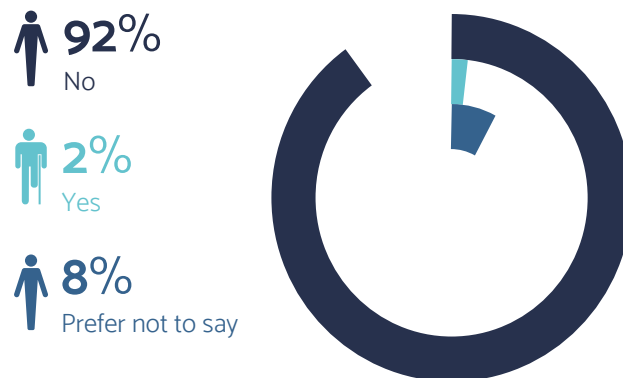


## Global Staff Disability Profile

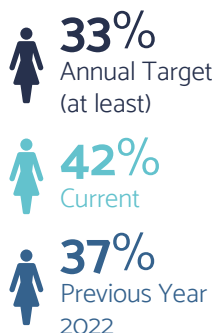
### Leadership Profile<sup>2</sup>



### Staff Profile<sup>2</sup>



## Women in Finance Charter



As a signatory to the UK Government's Women in Finance Charter, Pantheon is committed to setting internal targets for gender diversity in senior management roles – and publishing progress against these targets annually and publicly on our corporate website. Specifically, we have set an objective to ensure that the proportion of women who are engaged in the day-to-day management and operations of our firm (identified as Global Heads of Departments and/or members of Pantheon's Partnership Board) is at least **33%**. As of January 2023, the figure stood at **42%**.

<sup>2</sup> Data is subject to rounding. 0% of staff declined to answer.

## The Inclusion & Diversity Committee



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Bogotá



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**Cecile Ross**  
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## Definitions

**Partnership Board:** Pantheon's Partnership Board ("PB") is responsible for managing the firm. This includes the determination of the strategic overall direction of the firm, and oversight of all areas of the business, including investment, operations, business continuity, legal, regulatory compliance, finance, risk, HR and compensation. The PB delegates certain powers and authorities to various Committees, and responsibility for the day-to-day management of Pantheon to the Global Heads of Departments.

**International Investment Committee:** Pantheon has an International Investment Committee ("IIC") which is responsible for strategy and oversight of investment policies and procedures related to all of our investing activities. The IIC also reviews strategic investment issues and portfolio construction and is responsible for the second tier of review on all potential investment opportunities.

**Global Department Heads:** Senior personnel who head an autonomous department with global coverage and oversight of one or more business functions.

**Data Privacy Requirements:** Means compliance with applicable data privacy laws.