



# PANTHEON INCLUSION AND DIVERSITY

## 2024 Factsheet

**At Pantheon, the application of diversity and equality principles and the promotion of inclusion is a strategic imperative. Our inclusion and diversity (I&D) practices foster an environment where all individuals feel supported and valued, and are evaluated based on their capability and contribution to growing our business.**

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 2024<sup>1</sup>.

### The Inclusion & Diversity Committee



**Brian Bueneke**  
Investment Partner  
San Francisco



**Dianne Remanous**  
Global Head of HR  
London



**Cecile Ross**  
Investment Managing Director  
San Francisco



**Kara Zanger**  
Global Head of Legal  
New York



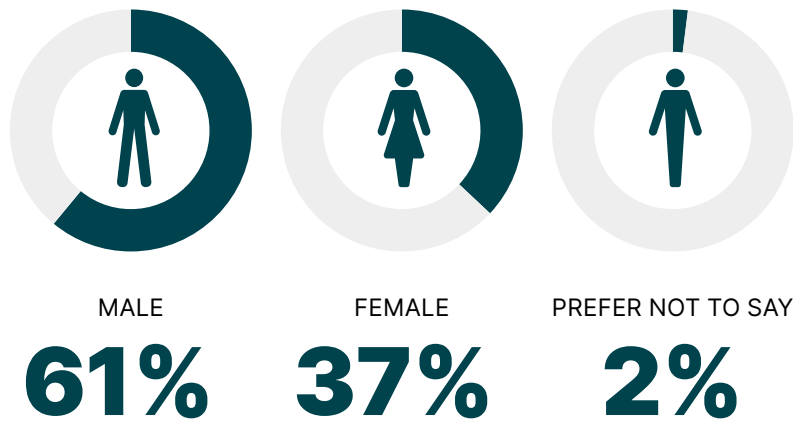
**Ana Zarruk**  
Head of LatAm  
Bogotá

<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 100%, compared to 89% in 2023.

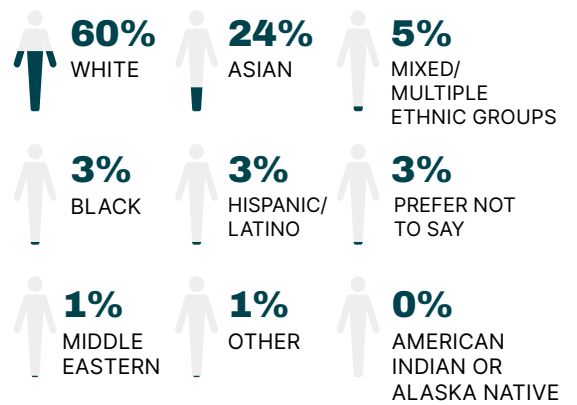
# Inclusion and Diversity 2024

## GLOBAL STAFF

### GENDER IDENTITY PROFILE<sup>2</sup>

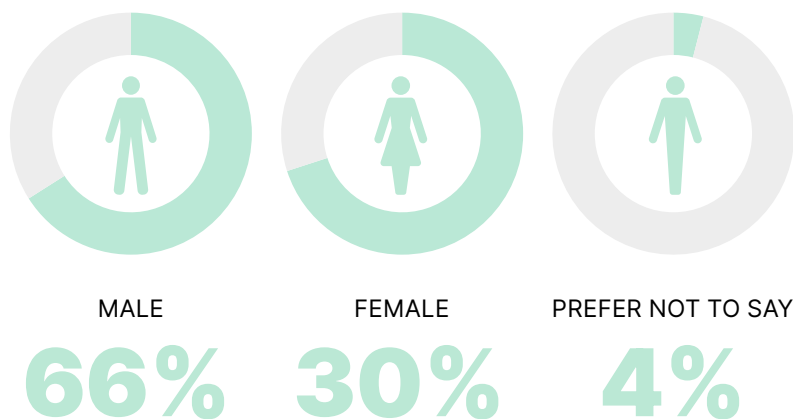


### RACIAL IDENTITY PROFILE<sup>2</sup>

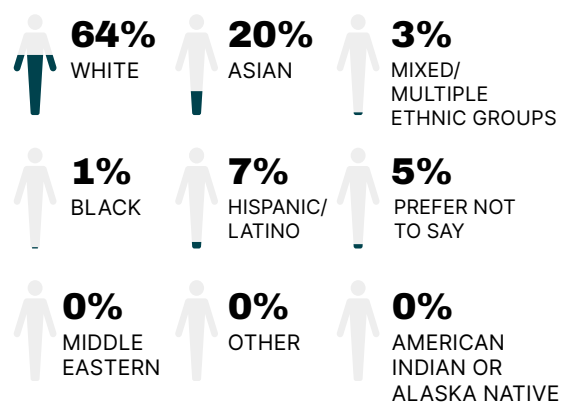


## GLOBAL INVESTMENT TEAM

### GENDER IDENTITY PROFILE<sup>2</sup>



### RACIAL IDENTITY PROFILE<sup>2</sup>



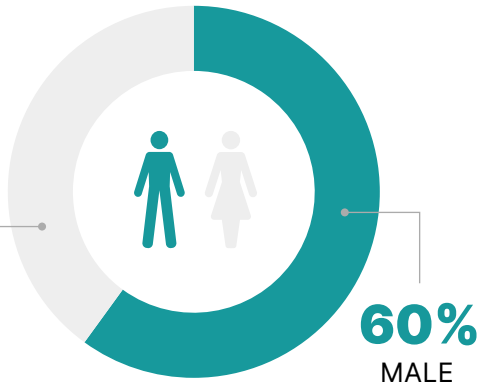
<sup>2</sup> Data is subject to rounding. 0% of staff declined to answer.

## Inclusion and Diversity 2024

### OVERALL LEADERSHIP BY GENDER IDENTITY

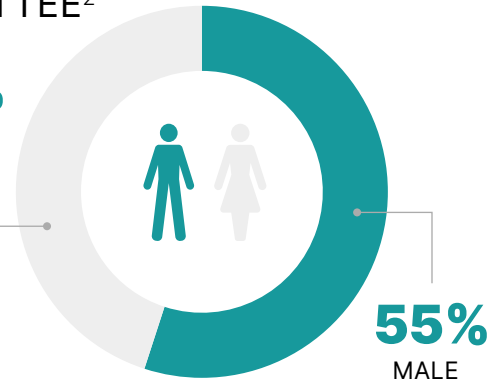
PARTNERSHIP BOARD<sup>2</sup>

**40%**  
FEMALE



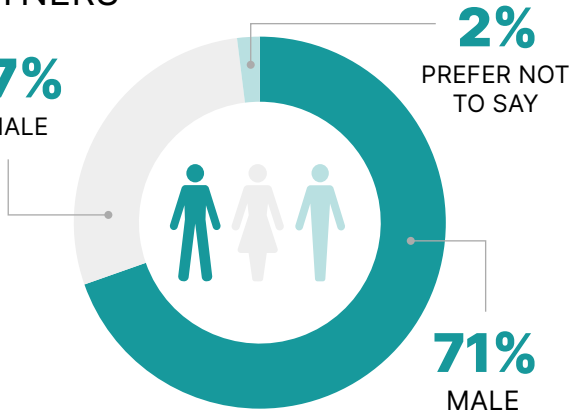
INTERNATIONAL INVESTMENT COMMITTEE<sup>2</sup>

**45%**  
FEMALE



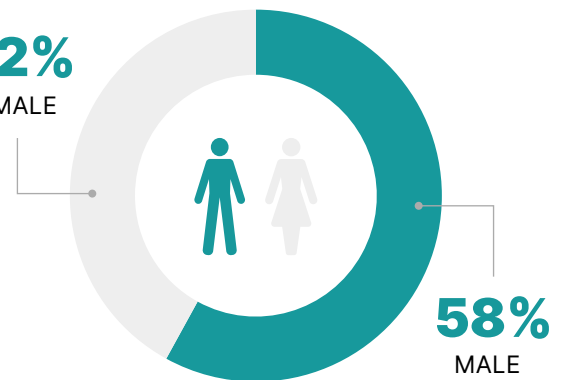
PARTNERS<sup>2</sup>

**27%**  
FEMALE



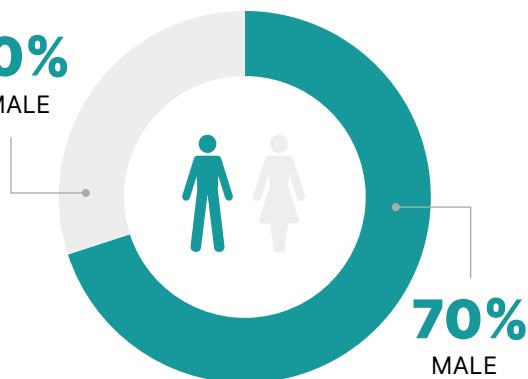
GLOBAL HEAD OF DEPARTMENTS<sup>2</sup>

**42%**  
FEMALE



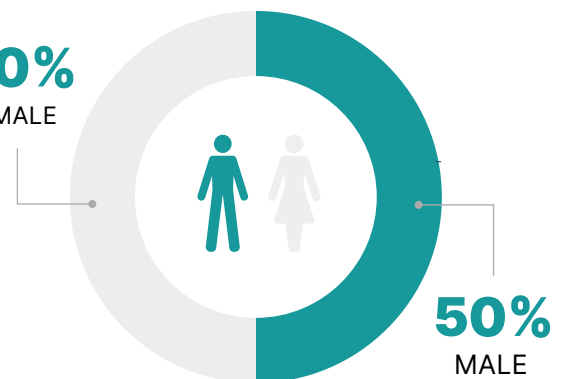
INVESTMENT PARTNERS<sup>2</sup>

**30%**  
FEMALE



INVESTMENT TEAM HEADS<sup>2</sup>

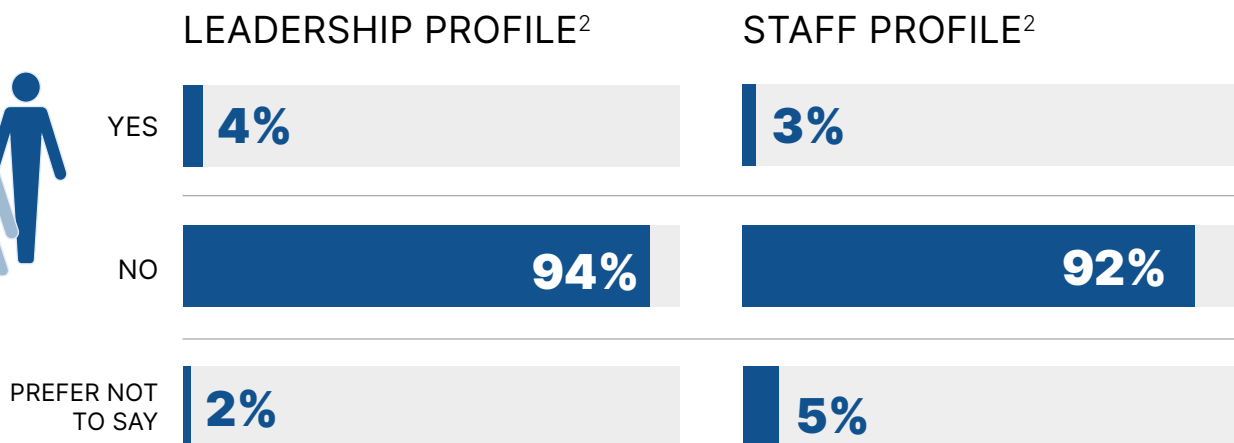
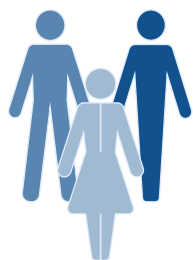
**50%**  
FEMALE



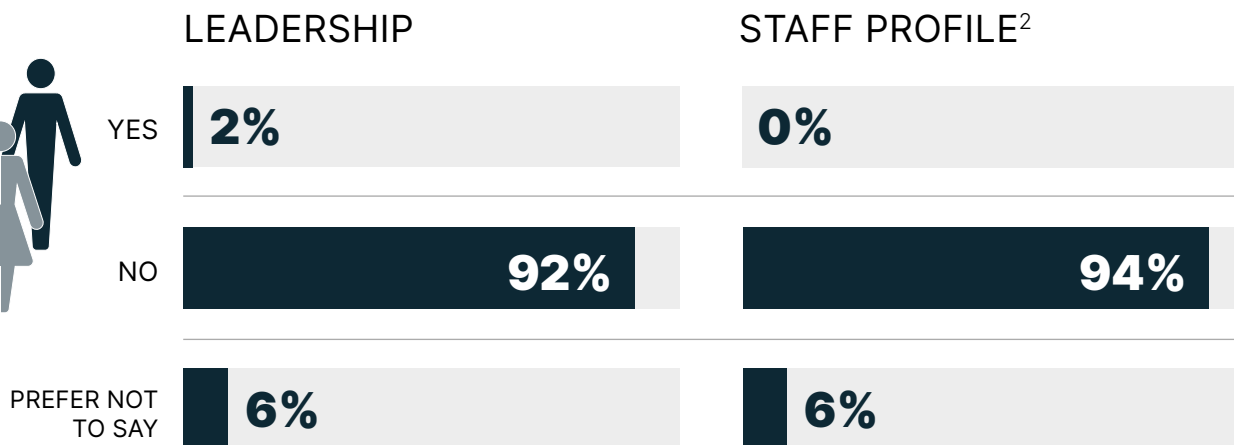
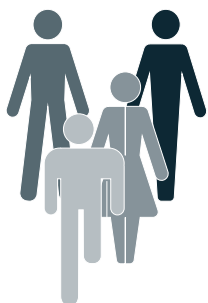
<sup>2</sup> Data is subject to rounding. 0% of staff declined to answer.

# Inclusion and Diversity 2024

## GLOBAL STAFF LGBTQ+ PROFILE

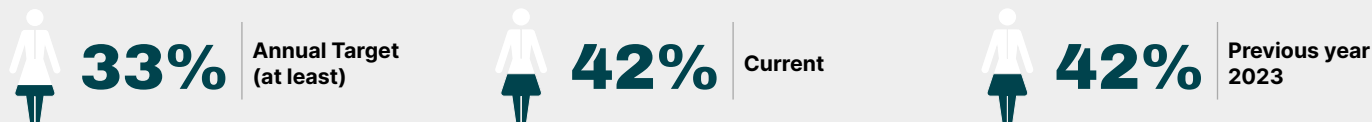


## GLOBAL STAFF DISABILITY



## 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 2024, the figure stood at 42% which was the same as 2023.



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

# Inclusion and Diversity 2024

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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 of more business functions.

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

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