Partners Group has a long-standing commitment to sustainability

Since 2006, we have been a committed leader in responsible investing, and one of the first private market investors to sign the Principles for Responsible Investments (UN PRI)

All investments comply with our responsible investment framework with strict ESG standards,\(^1\) earning "A+" ratings in the last five years from the UN PRI's annual ESG assessment

In 2018, we took our approach one step further by launching an impact-at-scale strategy that invests in businesses which actively contribute to achieving the UN SDGs

2006

2008

2015

2018

PG Impact

PRI

PG Impact Investments

We aspire to be a role model in corporate sustainability and continuously raise our ESG standards

Note: 1 Propriety ESG due diligence tool based on the Sustainability Accounting Standards Board metrics integrated in the investment decision process for all our direct investments, ESG integration programs defined for all our lead investments. 2 PG Impact (Verein) is Partners Group's employee foundation, which supports social enterprises through impact investments and grants. 3 PG Impact Investments is an independent, non-profit impact investment firm supported by Partners Group. Past performance is not indicative of future results. Source: Partners Group (2020).
## Table of contents

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction</td>
</tr>
<tr>
<td>2</td>
<td>2019 ESG highlights from our portfolio</td>
</tr>
<tr>
<td>3</td>
<td>2019 corporate highlights</td>
</tr>
<tr>
<td>4</td>
<td>Stakeholder impact</td>
</tr>
</tbody>
</table>
Clear oversight of sustainability topics at Board and Executive Committee level

Partners Group's sustainability governance structure

Grace del Rosario-Castaño
Independent Board Member

André Frei
Co-CEO

Board of Directors

Investment Oversight Committee

ESG & Sustainability team
Embedded within Industry Value Creation team

Executive Committee

Investments

Clients

Services

Corporate

For illustrative purposes only. Source: Partners Group (2020).
# Table of contents

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction</td>
</tr>
<tr>
<td>2</td>
<td>2019 ESG highlights from our portfolio</td>
</tr>
<tr>
<td>3</td>
<td>2019 corporate highlights</td>
</tr>
<tr>
<td>4</td>
<td>Stakeholder impact</td>
</tr>
</tbody>
</table>
COVID-19: impact on our portfolio and ESG activities

### Our focus areas

<table>
<thead>
<tr>
<th>Area</th>
<th>Actions undertaken</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; safety</td>
<td>Increasing sanitation measures across portfolio companies and ensuring staff practice social distancing,</td>
</tr>
<tr>
<td></td>
<td>including working from home wherever possible</td>
</tr>
<tr>
<td>Business continuity</td>
<td>Working with each portfolio company to assess cash and credit line availability – maintaining regular</td>
</tr>
<tr>
<td></td>
<td>dialogue with all parties</td>
</tr>
<tr>
<td>Networks</td>
<td>Assessing inventories and anticipating disruptions by putting in place contingency plans for supply chains,</td>
</tr>
<tr>
<td></td>
<td>while sharing learnings &amp; expertise across the portfolio</td>
</tr>
<tr>
<td>Contribution to society</td>
<td>Encouraging portfolio companies to engage with local authorities, local communities or NGOs and, wherever</td>
</tr>
<tr>
<td></td>
<td>appropriate, play a part in the response effort</td>
</tr>
<tr>
<td>Responsible employer</td>
<td>Ensuring portfolio companies are managing the crisis effectively across a range of factors – established a</td>
</tr>
<tr>
<td></td>
<td>crisis playbook for management teams</td>
</tr>
</tbody>
</table>

For illustrative purposes only. Source: Partners Group (2020).
Partners Group's approach to ESG integration: key engagement points

### Sourcing
- **ESG investment themes** proposed based on identified ESG trends
- **Negative screening** of illegal and harmful products/services

### Due diligence
- **ESG Due Diligence Assessment** completed to identify and mitigate material ESG risks
- **Pre-position ESG projects** to ensure upfront alignment and buy-in from management

### Holding
- **On-board** management to our responsible investment approach
- **Implement** priority ESG projects
- **Monitor** ESG performance through annual ESG KPI & project reporting process

### Reporting
- **Highlight** ESG project impact in seller materials through case studies
- **Identify** and meet ESG-related market requirements (i.e. IPO sustainability standards)

---

**Screening Framework**

- **Products/services**
  - Seek
  - Encourage
  - Weigh
  - Exclude
  - Exclude/Engage
- **Practices**
  - Seek
  - Encourage
  - Weigh
  - Exclude
  - Exclude/Engage

**ESG Due Diligence Tool**

**ESG Engagement**

**ESG Project Case Study**

For illustrative purposes only. Source: Partners Group (2020). These transactions represent standard transactions in which Partners Group has engaged in an ESG value creation project. They have been selected to discuss the ESG integration process in detail. Partners Group can share details of specific transactions upon request.
# ESG highlights of Partners Group's direct investment portfolio in 2019

## Portfolio-wide ESG impacts

<table>
<thead>
<tr>
<th>Impact achieved</th>
<th>Equivalent to</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.9 million kWh energy consumption</td>
<td>6,282,156 Liters of gasoline</td>
</tr>
<tr>
<td>Reduced</td>
<td>Average yearly consumption for</td>
</tr>
<tr>
<td>869.7 thousand m³ water consumption</td>
<td>2,098.2 US households</td>
</tr>
<tr>
<td>Saved</td>
<td>1.5 Years of waste generated by the city of Denver</td>
</tr>
<tr>
<td>335.5 thousand tons waste</td>
<td>256,587 Passenger vehicles driven for one year</td>
</tr>
<tr>
<td>Diverted*</td>
<td>9.2% Average job growth rate between 2009-2018**</td>
</tr>
<tr>
<td>1.2 million metric tons CO² emissions</td>
<td></td>
</tr>
<tr>
<td>Avoided</td>
<td></td>
</tr>
<tr>
<td>28,637 net new jobs</td>
<td></td>
</tr>
<tr>
<td>Created</td>
<td></td>
</tr>
</tbody>
</table>

*Waste diversion includes recycling, composting, incineration for energy recovery, or other recovery methods such as reuse. **Job growth rate calculated as the weighted employee growth by year for all Partners Group lead and joint lead investments between 2009 and 2018. For illustrative purposes only. Source: Partners Group (2020).
Partners Group's proprietary ESG Dashboards: an innovative view of the portfolio

Tracking and reporting on key **environmental**, **social** and **governance** KPIs:

<table>
<thead>
<tr>
<th>E</th>
<th>Environmental management</th>
<th>Climate change</th>
<th>Energy management</th>
<th>Waste management</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Environmental policy maturity&lt;sup&gt;1&lt;/sup&gt;</td>
<td>GHG intensity (tCO2e/m USD sales)</td>
<td>Energy intensity (kWh/USD sales)</td>
<td>% of waste diverted per year</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>S</th>
<th>Sustainable supply chains</th>
<th>Employee retention</th>
<th>Health &amp; safety</th>
<th>Gender equality advancement</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Responsible supply chain policy maturity&lt;sup&gt;1&lt;/sup&gt;</td>
<td>% of yearly employee turnover</td>
<td>Lost-time incident rate&lt;sup&gt;2&lt;/sup&gt;</td>
<td>% of women in management team</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>G</th>
<th>Corporate governance</th>
<th>Active ownership</th>
<th>Bribery &amp; corruption</th>
<th>Cybersecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Board maturity based on board health assessment&lt;sup&gt;1&lt;/sup&gt;</td>
<td># of Operating Directors on company Board</td>
<td>Anti-bribery &amp; corruption policy maturity&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Cybersecurity policy maturity&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
</tbody>
</table>

---

<sup>1</sup> For metrics that are qualitative, rather than quantitative, we conduct maturity assessments, scoring each asset from 1-4 across five key dimensions (policy, authorization, responsibility, implementation and reporting), with 1 indicating a low level of maturity and 4 indicating best practice. 2 Yearly number of workplace incidents that kept employees from coming to work for at least one day. For illustrative purposes only. Source: Partners Group (2020).
Our private equity ESG Dashboard in 2019

### Environmental

<table>
<thead>
<tr>
<th>Vertical</th>
<th>Company</th>
<th>Environmental maturity</th>
<th>GHG intensity (TC02e/m USD sales)</th>
<th>Energy intensity (kWh/m USD sales)</th>
<th>% of waste diverted</th>
<th>Responsible supply chain maturity</th>
<th>Employee turnover</th>
<th>Lost-time incident rate**</th>
<th>% of women in management team</th>
<th>Governance</th>
<th>Corporate governance</th>
<th>Number of Operating Directors</th>
<th>Active ownership</th>
<th>Bribery &amp; corruption</th>
<th>Cybersecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer</td>
<td>Company A</td>
<td>3.1</td>
<td>30.3</td>
<td>125.548.7</td>
<td>-</td>
<td>2.7</td>
<td>124%</td>
<td>0.0</td>
<td>0</td>
<td>3.1</td>
<td>0</td>
<td>-</td>
<td>10</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Company B</td>
<td>1.1</td>
<td>23.2*</td>
<td>106.230.8</td>
<td>1%</td>
<td>2.4</td>
<td>35%</td>
<td>1.6</td>
<td>25%</td>
<td>2.8</td>
<td>3</td>
<td>2.0</td>
<td>2.1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company C</td>
<td>1.0</td>
<td>0.1*</td>
<td>-</td>
<td>-</td>
<td>2.0</td>
<td>145%</td>
<td>0.2</td>
<td>25%</td>
<td>2.3</td>
<td>1</td>
<td>3.1</td>
<td>3.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company D</td>
<td>2.6</td>
<td>22.9</td>
<td>50.255.9</td>
<td>69%</td>
<td>2.3</td>
<td>58%</td>
<td>0.02</td>
<td>25%</td>
<td>2.3</td>
<td>4</td>
<td>3.0</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company E</td>
<td>3.6</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.4</td>
<td>-</td>
<td>-</td>
<td>16%</td>
<td>-</td>
<td>2</td>
<td>2.4</td>
<td>2.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company F</td>
<td>2.6</td>
<td>0.7*</td>
<td>94.2</td>
<td>-</td>
<td>2.3</td>
<td>-</td>
<td>-</td>
<td>20%</td>
<td>2.9</td>
<td>1</td>
<td>2.7</td>
<td>2.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company G</td>
<td>1.0</td>
<td>1.6*</td>
<td>2.005.5</td>
<td>-</td>
<td>-</td>
<td>22%</td>
<td>0.0</td>
<td>20%</td>
<td>3.4</td>
<td>3</td>
<td>3.7</td>
<td>2.8</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company H</td>
<td>2.4</td>
<td>20.4</td>
<td>23.337.9</td>
<td>24%</td>
<td>1.0</td>
<td>34%</td>
<td>3.3</td>
<td>66%</td>
<td>3.2</td>
<td>4</td>
<td>2.6</td>
<td>3.6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company I</td>
<td>2.9</td>
<td>3.3*</td>
<td>-</td>
<td>-</td>
<td>3.7</td>
<td>27%</td>
<td>0.0</td>
<td>0%</td>
<td>3.2</td>
<td>3</td>
<td>3.7</td>
<td>3.6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company J</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0.0</td>
<td>-</td>
<td>0.0</td>
<td>0.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company K</td>
<td>1.1</td>
<td>44.7*</td>
<td>64.491.7</td>
<td>15%</td>
<td>2.6</td>
<td>52%</td>
<td>0.6</td>
<td>40%</td>
<td>3.0</td>
<td>3</td>
<td>1.0</td>
<td>3.1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company L</td>
<td>1.0</td>
<td>3.3*</td>
<td>36.604.3</td>
<td>-</td>
<td>2.5</td>
<td>19%</td>
<td>-</td>
<td>35%</td>
<td>3.0</td>
<td>2</td>
<td>1.1</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company M</td>
<td>2.6</td>
<td>44.6*</td>
<td>102.248.9</td>
<td>-</td>
<td>2.6</td>
<td>0.7%</td>
<td>0.2</td>
<td>40%</td>
<td>3.0</td>
<td>3</td>
<td>3.4</td>
<td>3.1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company N</td>
<td>3.4</td>
<td>-</td>
<td>-</td>
<td>99%</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3.4</td>
<td>3</td>
<td>3.6</td>
<td>3.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company O</td>
<td>1.7</td>
<td>231.7</td>
<td>1,093,388.4</td>
<td>-</td>
<td>2.8</td>
<td>11%</td>
<td>0.4</td>
<td>50%</td>
<td>3.2</td>
<td>3</td>
<td>3.6</td>
<td>3.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company P</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.8</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>7%</td>
<td>3</td>
<td>2.9</td>
<td>3.1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company Q</td>
<td>2.3</td>
<td>57.2*</td>
<td>120.777.7</td>
<td>-</td>
<td>1.1</td>
<td>7%</td>
<td>6.4</td>
<td>14%</td>
<td>2.9</td>
<td>3</td>
<td>2.6</td>
<td>3.6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company R</td>
<td>2.7</td>
<td>190.8*</td>
<td>587.352.2</td>
<td>-</td>
<td>2.7</td>
<td>-</td>
<td>0.9</td>
<td>0%</td>
<td>2.2</td>
<td>2</td>
<td>2.6</td>
<td>3.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company S</td>
<td>2.3</td>
<td>57.4*</td>
<td>6.692.1</td>
<td>95%</td>
<td>2.4</td>
<td>24%</td>
<td>0.4</td>
<td>25%</td>
<td>2.8</td>
<td>2</td>
<td>3.7</td>
<td>3.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technology, media &amp; telecomm.</td>
<td>Company T</td>
<td>3.9</td>
<td>25%</td>
<td>6.992.1</td>
<td>2.4</td>
<td>24%</td>
<td>0.4</td>
<td>25%</td>
<td>2.8</td>
<td>2</td>
<td>2.6</td>
<td>3.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company U</td>
<td>3.1</td>
<td>47.7</td>
<td>50.231.0</td>
<td>-</td>
<td>2.3</td>
<td>55%</td>
<td>0.0</td>
<td>0%</td>
<td>2.2</td>
<td>2</td>
<td>2.6</td>
<td>3.3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company V</td>
<td>1.0</td>
<td>27.4*</td>
<td>44.378.7</td>
<td>-</td>
<td>3.0</td>
<td>10%</td>
<td>0.0</td>
<td>20%</td>
<td>2.0</td>
<td>4</td>
<td>3.5</td>
<td>3.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company W</td>
<td>3.3</td>
<td>95.9</td>
<td>132.965.4</td>
<td>-</td>
<td>3.6</td>
<td>32%</td>
<td>0.0</td>
<td>20%</td>
<td>2.2</td>
<td>2</td>
<td>2.6</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Company X</td>
<td>3.0</td>
<td>27.0</td>
<td>181.545.3</td>
<td>53%</td>
<td>2.7</td>
<td>45%</td>
<td>0.0</td>
<td>30%</td>
<td>-0.5</td>
<td>4</td>
<td>2.7</td>
<td>3.4</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Social

Legend:
- **Materiality**: 1 (high), 2 (medium), 3 (low)
- **2019 priority ESG topic**: Priorities set in 2019
- **2019 engagement performance**: Improvement in performance, High KPI achieved or exceeded, Target not achieved, KPI not achieved

Note: if companies were unable to report a given metric in 2019 (indicated in the table with "-"), but took steps towards being able to report it in 2020, this was considered as an improvement in performance. For the climate change column, assets marked with "**" indicate partial GHG footprint. For metrics that are qualitative, rather than quantitative, we conduct maturity assessments, scoring each asset from 1-4 across five key dimensions, with 1 indicating a low level of maturity and 4 indicating best practice. Past performance is not indicative of future results. For illustrative purposes only. There is no assurance that similar investments will be made. Source: Partners Group (2020).
Portfolio-wide "sweeps": a systematic approach to tackling key ESG topics

<table>
<thead>
<tr>
<th>Risk Level</th>
<th>Governance</th>
<th>Prevention</th>
<th>Mitigation</th>
<th>Active Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Organization Commitment</td>
<td>Improve Policy</td>
<td>Implement Program</td>
<td></td>
</tr>
<tr>
<td>High</td>
<td>DD/Onboarding</td>
<td>Incident Reporting</td>
<td>Periodic (every 2–3 years)</td>
<td>Continuous (every year)</td>
</tr>
<tr>
<td>Medium</td>
<td>Asset 1</td>
<td>Asset 2</td>
<td>Asset 3</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>Asset 4</td>
<td>Asset 5</td>
<td>Asset 6</td>
<td></td>
</tr>
</tbody>
</table>

For illustrative purposes only. Source: Partners Group (2020).

In 2019, we prioritized health & safety and fraud risk as the first two sweeps.
Impact investment case study: Techem

Focus

Enabling energy savings by monitoring and optimizing usage

Active ownership primary lever to create impact-at-scale

Increase impact through growth and development of new technology

Environmental benefits creating individual CO2 emissions reductions

Energy infrastructure: "sub-metering", Germany

**Sector:** Energy infrastructure

**Type:** Energy distribution, "sub-metering"

**Country:** Germany

**Closing date:** July 2018

**SDG supported:** 6, 7, 9, 11

**Investment rationale**

- Proven track record of growth and recession resilience
- Favorable market trends underpinned by global regulatory tailwind

**Partners Group value creation**

- Cost savings through digitalization and roll-out of an operational excellence program
- Increase in device penetration and accelerated international growth

For illustrative purposes only. Source: Partners Group (2020).
Table of contents

1 Introduction
2 2019 ESG highlights from our portfolio
3 2019 corporate highlights
4 Stakeholder impact
Focusing on achieving "ownership excellence"

Key corporate initiatives launched in 2019

**Cell Leadership**
- Ideal org. structure and mindset change to 'own the business' and 'care for people'
- Increased decision-making power and intensified training

**Operational Excellence**
- Strengthen our internal processes, systems and risk control structures
- 17 Operational Excellence Principles introduced

**PG Academy**
- Innovative, firm-wide learning and development platform
- Module-based skills training and leadership programs

We want Partners Group employees to grow faster than they would anywhere else – personally and professionally

For illustrative purposes only. Source: Partners Group (2020).
Diversity and inclusion is a key area of focus for Partners Group

Gender diversity at Partners Group: where do we stand today? 

<table>
<thead>
<tr>
<th>Rank</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior</td>
<td>274</td>
<td>208</td>
<td>482</td>
</tr>
<tr>
<td>Mid-level</td>
<td>237</td>
<td>366</td>
<td>603</td>
</tr>
<tr>
<td>Senior</td>
<td>63</td>
<td>214</td>
<td>277</td>
</tr>
<tr>
<td>Managing Directors &amp; Partners</td>
<td>9</td>
<td>93</td>
<td>102</td>
</tr>
<tr>
<td>Total</td>
<td>583</td>
<td>881</td>
<td>1,464</td>
</tr>
</tbody>
</table>

- 40% female employees across entire firm
- 22% female Board members
- 17% female Executive Committee members

1 Data as of 31 December 2019. For illustrative purposes only. Source: Partners Group (2020).
Promoting gender diversity: targets and initiatives

Diversity and Inclusion Working Group

- **Partners Group Employees**
- **Diversity & Inclusion Working Group (DIWG)** - *Purpose: Coordination of initiatives to advocate and promote diversity at Partners Group*
- **Executive Committee & Global Executive Board**

**Initiatives launched by the DIWG in 2019**
- PG Coaching Program
- Parent Buddy Program
- Emergency childcare provision
- Flexible Working Policy
- Improved Childcare Leave Policy

**Key targets for promoting gender diversity**

1. **25 Female Partners & MDs by 2025**
   - **11%**
   - **44%**

2. **20 Top universities with female ambassadors by 2020**
   - **100%**

---

1. Data as of 31 December 2019.
2. Figure includes members of our Board of Directors. For illustrative purposes only. Source: Partners Group (2020).
Our strategy on climate change

Strategy definition

- Develop a **platform-wide Climate Change Strategy**
- **Formalize Partners Group's approach to managing climate risks and impacts** across our company and our portfolio
- Align with the four core elements of the **Task Force on Climate-related Financial Disclosures**: governance, strategy, risk management, and metrics and targets

Embedded into investment and ownership process

Commitment to offset CO2 emissions from air travel

33,799,192 passenger miles travelled for business trips in 2019. This is equivalent to 15,710 metric tons of CO2e, which were **100% offset**.
## Table of contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
<tr>
<td>2019 ESG highlights from our portfolio</td>
<td>2</td>
</tr>
<tr>
<td>2019 corporate highlights</td>
<td>3</td>
</tr>
<tr>
<td>Stakeholder impact</td>
<td>4</td>
</tr>
</tbody>
</table>
As a responsible owner, we positively impact stakeholders in our portfolio.

Select stakeholder impact projects across our portfolio:

**Satisfaction & engagement**
- Engagement surveys
- Annual employee awards
- New / updated facilities

**Personal growth & development**
- Leadership training
- Development training
- Career planning

**Diversity & inclusion**
- Building female leadership
- Coaching for differently-abled employees
- Hiring & training for refugees

**Health & wellness**
- Free/affordable exercise
- Affordable healthcare
- Health & Safety

**Financial access**
- Employee hardship fund
- Employee participation plans
- Tuition reimbursement

**Family support**
- On-site day care
- Discounted education
- Corporate care partnerships

For illustrative purposes only. Source: Partners Group (2020).
We want to allocate a portion of the value created to generate significant stakeholder impact

- Re-investing a percentage of EBITDA growth during ownership in Stakeholder Benefits Program
  - Benefits would go beyond traditional and customary ESG initiatives
  - Benefits would range from educational, environmental and social, to financial support
  - Creating the potential for higher valuation/exit multiple via increased employee engagement

- Also providing financial protection for employees through pre-defined hardship funds
In a next step, we will open the dialogue with our investors and the industry.

We are looking forward to achieving shareholder and stakeholder success together.
Contacts

Investor relations contact:
Philip Sauer
T +41 41 784 66 60
philip.sauer@partnersgroup.com

Media relations contact:
Jenny Blinch
T +44 207 575 25 71
jenny.blinch@partnersgroup.com

Zugerstrasse 57
6341 Baar-Zug
Switzerland
T +41 41 784 60 00
partnersgroup@partnersgroup.com

www.partnersgroup.com
NEITHER THE INFORMATION IN THIS DOCUMENT NOR ANY RELATED MATERIALS MAY BE TAKEN OR TRANSMITTED INTO THE UNITED STATES OR DISTRIBUTED OR REDISTRIBUTED, DIRECTLY OR INDIRECTLY, IN THE UNITED STATES, AUSTRALIA, CANADA OR JAPAN.

This presentation is to the recipient and has been prepared by Partners Group Holding AG (the "Company") solely for information purposes and use at the presentation to the respective recipient ("Presentation"). All sources, which have not been otherwise credited, have been derived from Partners Group. The information contained herein consists of slides solely for use at the Presentation.

By attending such Presentation, you agree to be bound by the following terms.

Figures provided have been rounded for presentation purposes and in certain instances rounding anomalies may arise.

This Presentation may not be reproduced, retransmitted or further distributed to the press or any other person or published, in whole or in part, for any purpose. Failure to comply with this restriction may constitute a violation of applicable securities laws. This Presentation does not constitute or form part of a prospectus or a similar communication within the meaning of article 752, 652a and/or 1156 of the Swiss Code of Obligations ("CO") or a listing prospectus within the meaning of the listing rules of the SIX Swiss Exchange.

Neither the Presentation nor any copy of it may be taken or transmitted into the United States of America, its territories or possessions, or distributed, directly or indirectly, in the United States of America, its territories or possessions. Any failure to comply with this restriction may constitute a violation of U.S. securities laws. The Presentation is not an offer of securities for sale in the United States. The Company's securities may not be offered or sold in the United States except pursuant to an exemption from, or transaction not subject to, the registration requirements of the Securities Act.

Additional restrictions may apply according to applicable securities laws of other jurisdictions, including, without limitation, the European Union, Canada, Australia and Japan.

The information contained in this Presentation has not been independently verified. The Company is not under any obligation to update or keep current the information contained herein. Accordingly, no representation or warranty or undertaking, express or implied, is given by or on behalf of the Company or any of their respective members, directors, officers, agents or employees or any other person as to, and no reliance should be placed on, the accuracy, completeness or fairness of the information or opinions contained herein. Nothing herein shall be relied upon as a promise or representation as to past or future performance. Neither the Company nor any of their respective members, directors, officers or employees nor any other person accepts any liability whatsoever for any loss howsoever arising from any use of this Presentation or its contents or otherwise arising in connection with the Presentation.

This Presentation includes forward-looking statements, beliefs or opinions, including statements with respect to plans, objectives, goals, strategies, estimated market sizes and opportunities which are based on current beliefs, expectations and projections about future events. The words "believe," "expect," "anticipate," "intends," "estimate," "forecast," "project," "will," "may," "should" and similar expressions identify forward-looking statements. The forward-looking statements in this Presentation are based upon various assumptions, many of which are based, in turn, upon further assumptions, including, without limitation, management’s examination of data available from third parties. Although the Company believes that these assumptions were reasonable when made, these assumptions are inherently subject to significant uncertainties and contingencies which are difficult or impossible to predict and are beyond its control, and the Company may not achieve or accomplish these expectations, beliefs or projections. Neither the Company nor any of its members, directors, officers, agents, employees or advisers intend or have any duty or obligation to supplement, amend, update or revise any of the forward-looking statements contained in this Presentation. The information and opinions contained herein are provided as at the date of the Presentation and are subject to change without notice.