

Diversity and inclusion

Our commitment

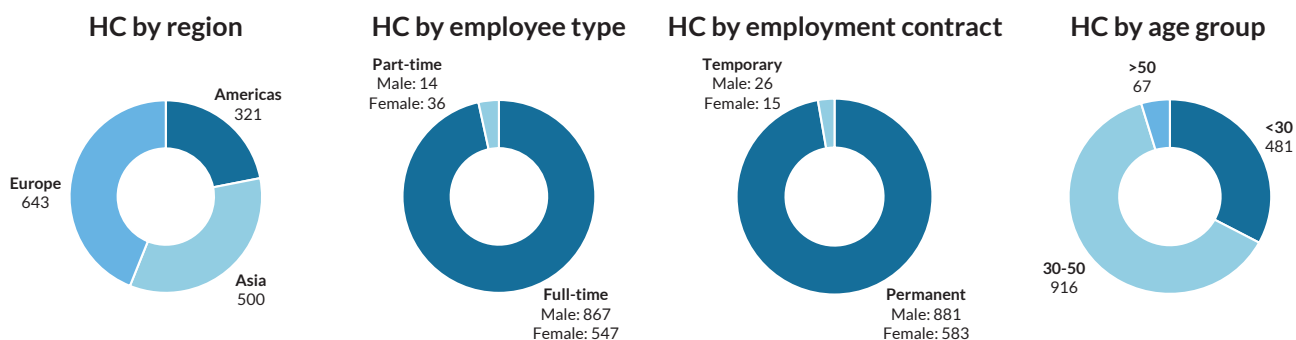
As an equal opportunity employer, Partners Group is committed to promoting a diversity of perspectives, skills and backgrounds and ensuring a non-discriminatory environment. We pride ourselves on welcoming diversity in our workforce and hire local talent throughout our global platform. We are convinced this makes us better and stronger at what we do. Today, our more than 1,400 professionals represent 60 different nationalities spread across 20 offices in 18 countries around the world.

Our people

Headcount (HC) by rank and gender

Rank	Female	Male	Total
Junior	274	208	482
Mid-level	237	366	603
Senior	63	214	277
Managing Directors & Partners	9	93	102
Total	583 (40%)	881 (60%)	1,464

Note: "junior" includes the ranks of Assistant and Financial Analyst; "mid-level" includes the ranks of Associate and Assistant Vice President; and "senior" includes the ranks of Vice President and Senior Vice President.



Gender diversity within our governing bodies



All figures as of 31 December 2019.



Our Diversity and Inclusion Working Group



Jenny Blinch (*Chair*)
Communications



Amelia Räss
Human Resources



Angelica Campanaro
Structuring Services



Kelly Xu
Private Real Estate



Pascal Noth
Private Equity



Elena Laleh
Private Equity



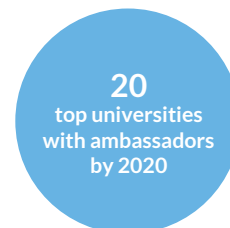
Joshua Dairo
Investment Operations

The Diversity and Inclusion Working Group is responsible for the coordination of initiatives to advocate and promote diversity and inclusion at Partners Group. It works as a consultant to our Executive Committee on diversity and inclusion topics and acts as a bridge between Partners Group employees and senior management.



Our targets and progress

In 2018, we committed to actively promoting gender diversity at Partners Group and in private markets and set ourselves two targets in order to track our progress. By 2020, we wished to have Partners Group female ambassadors assigned to 20 top universities globally in order to help attract the next generation of talented young women. By 2025, we wish to substantially increase the number of our female Partners and Managing Directors to at least 25.



1) Figure includes members of our Board of Directors. All figures as of 31 December 2019.

Our support for external diversity and inclusion initiatives



Advance

Advance is the leading business association for gender equality in Switzerland, committed to increasing the share of women in management in Swiss-based companies.

www.weadvance.ch

Girls Who Invest

Girls Who Invest is a US-based non-profit working to bring more female investment professionals into the asset management industry through intensive skills-based trainings and internships with partnering asset managers.

www.girlswhoinvest.org

High Water Women

Founded by women in the hedge fund and investment industries, High Water Women focuses on providing enriched educational opportunities for low-income youth and the economic empowerment of women and children.

www.highwaterwomen.org

Him For Her

Him For Her is a non-profit venture aimed at accelerating diversity on for-profit boards. The organization engages leading "Hims" to introduce the world's most talented "Hers" to corporate board service.

www.himforher.org



Level 20

Level 20 is a European-based non-profit that aims to promote and improve gender diversity in the private equity industry. Level 20's goal is for women to hold at least 20% of senior positions in the European private equity industry.

www.level20.org

Pathways to Higher Education

Pathways is a Philippines-based organization focused on equipping high-potential but financially underprivileged students with the necessary academic and soft skills to become ethical and discerning leaders.

www.ateneo.edu/socdev/pathways

Toigo Foundation

The Toigo Foundation aims to foster the career advancement and increased leadership of underrepresented talent by creating mechanisms for greater inclusion from the classroom to the boardroom.

www.toigofoundation.org

Windsor Fellowship

The Windsor Fellowship provides disadvantaged students from lower socioeconomic backgrounds across the UK with career guidance and development skills using the help of intensive training sessions, internships and career mentoring.

www.windsor-fellowship.org



For more information on Partners Group's corporate sustainability initiatives, please refer to our **2019 Corporate Sustainability Report:**

report.partnersgroup.com/2019/#corporate-sustainability