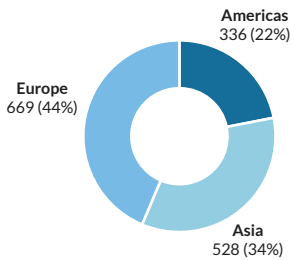




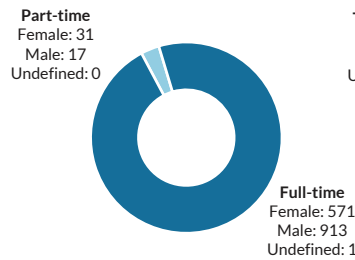
# Human capital development

## 2020 employee information

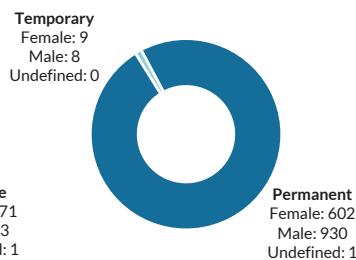
HC by region



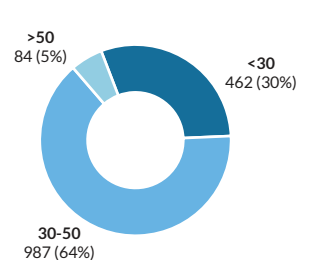
HC by employee type



HC by employment contract



HC by age group



Global headcount by seniority level and gender

Seniority Level	Female	Male	Undefined	Total
Professional	521 (46%)	608 (54%)	1 (0%)	1,130
Member of Management	72 (24%)	229 (76%)	0 (0%)	301
Senior Member of Management	9 (9%)	93 (91%)	0 (0%)	102
<b>Total</b>	<b>602 (39%)</b>	<b>930 (61%)</b>	<b>1 (0%)</b>	<b>1,533</b>

Global headcount by seniority level and age group

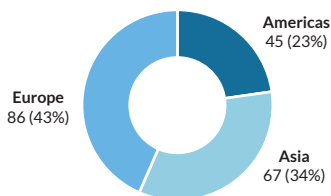
Seniority Level	<30	30-50	>50	Total
Professional	462 (41%)	640 (57%)	28 (2%)	1,130
Member of Management	0 (0%)	284 (94%)	17 (6%)	301
Senior Member of Management	0 (0%)	63 (62%)	39 (38%)	102
<b>Total</b>	<b>462 (30%)</b>	<b>987 (64%)</b>	<b>84 (6%)</b>	<b>1,533</b>

Partners Group USA headcount by seniority level and ethnic background

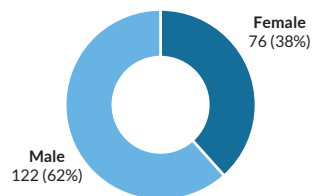
Seniority Level	White	Black or African American	Hispanic or Latino	Asian	Hawaiian or Pacific Islander	Two or more races	Not disclosed	Total
Professional	130 (57%)	5 (2%)	14 (6%)	23 (10%)	1 (0%)	5 (2%)	50 (22%)	228
Member of Management	50 (67%)	0 (0%)	6 (8%)	7 (9%)	0 (0%)	1 (1%)	11 (15%)	75
Senior Member of Management	21 (84%)	0 (0%)	0 (0%)	1 (4%)	0 (0%)	0 (0%)	3 (12%)	25
<b>Total</b>	<b>201 (61%)</b>	<b>5 (2%)</b>	<b>20 (6%)</b>	<b>31 (9%)</b>	<b>1 (0%)</b>	<b>6 (2%)</b>	<b>64 (20%)</b>	<b>328</b>

## 2020 new joiner information ✔

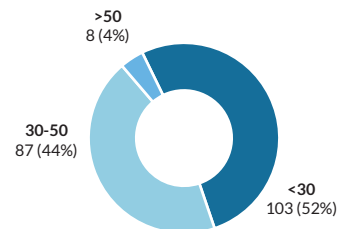
New joiners by region



New joiners by gender

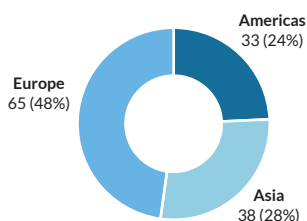


New joiners by age group

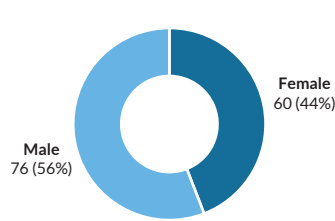


## 2020 leaver information ✔

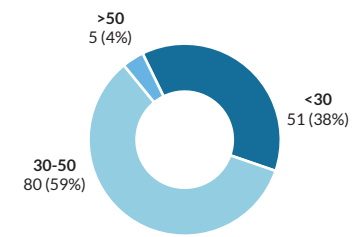
Leavers by region



Leavers by gender



Leavers by age group



Note: as of 31 December 2020.  
Source: Partners Group.

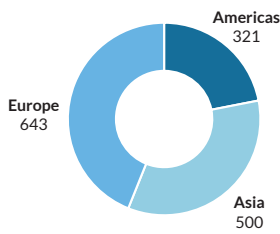
✔ = externally assured

2019 employee information

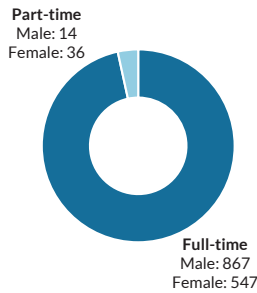
Headcount (HC) by rank and gender			
Rank	Female	Male	Total
Junior	274	208	482
Mid-level	237	366	603
Senior	63	214	277
Managing Directors & Partners	9	93	102
<b>Total</b>	<b>583 (40%)</b>	<b>881 (60%)</b>	<b>1,464</b>

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.

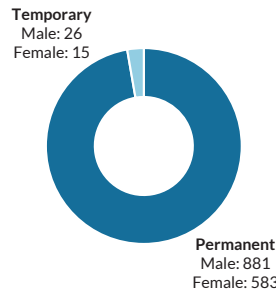
HC by region



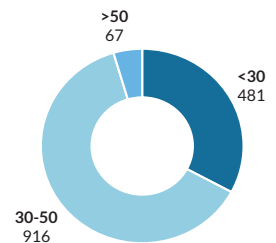
HC by employee type



HC by employment contract<sup>1)</sup>



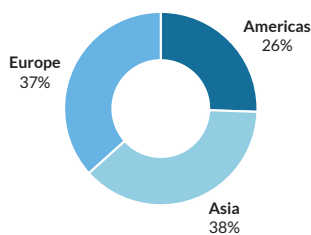
HC by age group



1) HC by employment contract, by region is as follows, Americas: 1; Asia: 6; Europe: 34.

2019 new joiner information

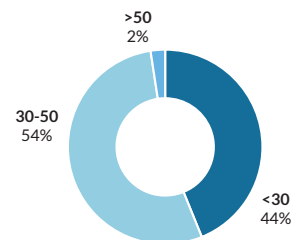
New joiners by region



New joiners by gender

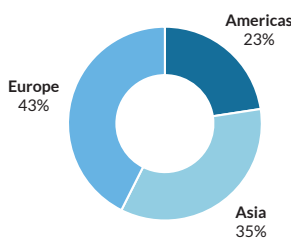


New joiners by age group

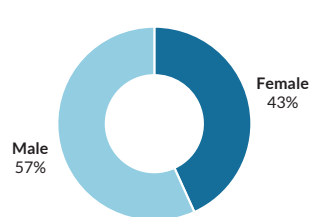


2019 leaver information

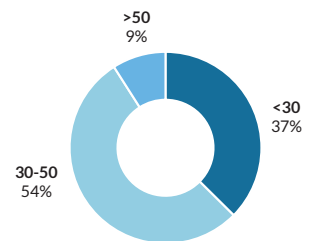
Leavers by region



Leavers by gender



Leavers by age group



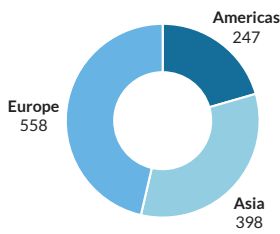
Note: as of 31 December 2019. Source: Partners Group.

2018 employee information

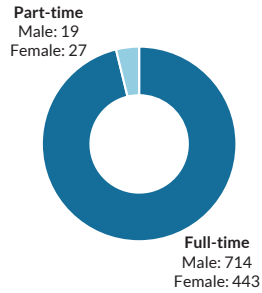
Headcount (HC) by rank and gender			
Rank	Female	Male	Total
Junior	223	179	402
Mid-level	187	290	477
Senior	52	172	224
Managing Directors & Partners	8	92	100
<b>Total</b>	<b>470 (39%)</b>	<b>733 (61%)</b>	<b>1,203</b>

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.

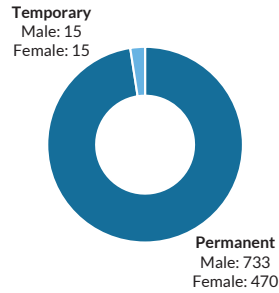
HC by region



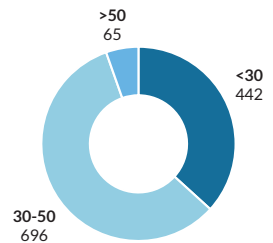
HC by employee type



HC by employment contract



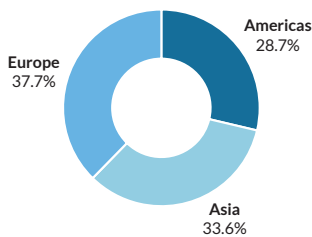
HC by age group



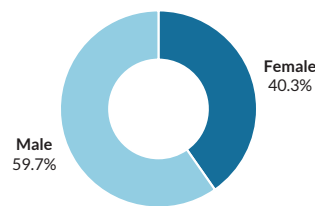
Note: as of 31 December 2018. Source: Partners Group.

2018 new joiner information

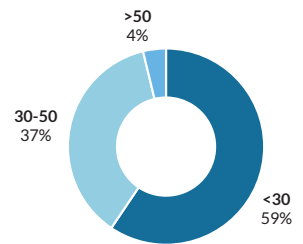
New joiners by region



New joiners by gender



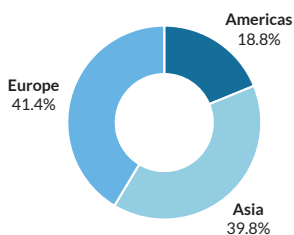
New joiners by age group



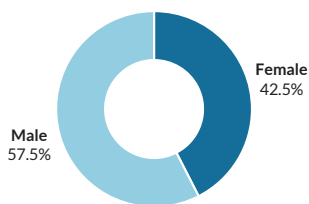
Note: as of 31 December 2018. Source: Partners Group.

2018 leaver information

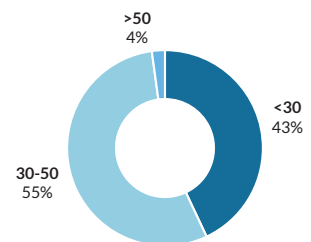
Leavers by region



Leavers by gender



Leavers by age group



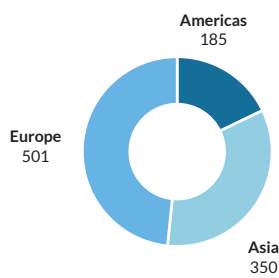
Note: as of 31 December 2018. Source: Partners Group.

## 2017 employee information

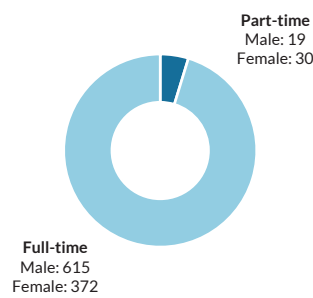
Headcount by rank and gender			
Rank	Female	Male	Total
Junior	181	152	333
Mid-level	173	253	426
Senior	41	152	193
Managing Directors & Partners	7	77	84
<b>Total</b>	<b>402</b>	<b>634</b>	<b>1,036</b>

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.

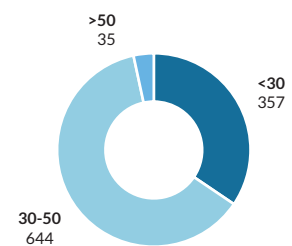
### Headcount by region



### Headcount by employee type



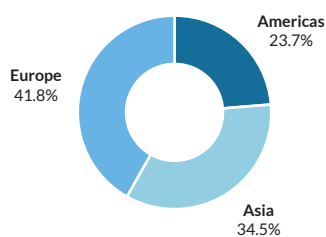
### Headcount by age group



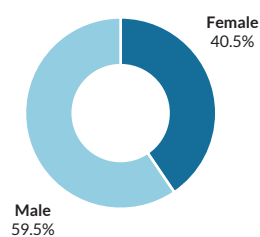
Note: as of 31 December 2017. Source: Partners Group.

## 2017 new joiner information

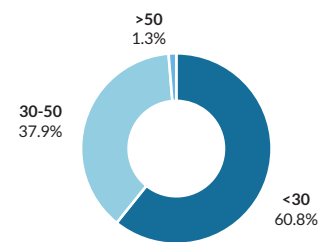
### New joiners in 2017 by region



### New joiners in 2017 by gender



### New joiners in 2017 by age group



Note: as of 31 December 2017. Source: Partners Group.

