



**Partners Group**  
REALIZING POTENTIAL IN PRIVATE MARKETS

## Board Diversity Policy

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Issued by: Nomination & Compensation Committee

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# Partners Group

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# Partners Group

REALIZING POTENTIAL IN PRIVATE MARKETS

## 1. Purpose

This Board Diversity Policy (the "Policy") sets out the approach to diversity on the Board of Directors (the "Board") of Partners Group Holding AG.

## 2. Scope of Application

This Policy applies to the Board of Partners Group Holding AG. It does not apply to diversity in relation to employees of Partners Group.

## 3. Policy Statement

Partners Group realizes potential in private markets and creates sustainable returns with lasting, positive impact for all of its stakeholders. The Board of Partners Group Holding AG is entrusted with the overall strategy and direction of the company and with the supervision of its management. The composition of the Board is fundamental to achieving the firm's strategic needs for the future.

Partners Group recognizes and embraces the benefits of having a Board that is adequately staffed with diverse and accretive skills to drive strategy and support value creation initiatives. A truly diverse Board will include and make good use of differences in the technical know-how, regional and industry experience, social and ethnic background, race, gender, as well as other distinctions between directors such as cognitive and personal strengths (the "PG Board Diversity").

Diversity is therefore one critical element of board composition that Partners Group has focused on over the years in its refreshment and succession planning processes. All Board appointments and succession plans are based on merit and objective criteria, in the context of the skills, experience, independence and knowledge which the Board requires to be effective.

## 4. Objectives

The Nomination and Compensation Committee (the "Committee") will discuss and agree annually on measurable objectives for achieving the PG Board Diversity mentioned above and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of the objectives of the PG Board Diversity.

Based on the PG Board Diversity objectives, the Board has established a target of ensuring that the proportion of newly elected independent directors is comprised of at least 50 percent of the following groups on a three-year rolling-basis:

- persons identifying other than (cis-)male,
- persons from the LGBT+ community,
- persons from under-represented ethnic minority groups.

While this target is maintained going forward, the Board recognizes that periods of change in the Board composition may result in temporary periods when this balance is not achieved.



## **5. Nomination and appointment**

The Committee together with the Chairman of the Board reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new directors. The Committee together with the Chairman of the Board will oversee the development of a diverse succession pipeline for the Board. In the scope of its activities, the Committee commits to the following:

In identifying suitable candidates for appointment to the Board to achieve the aforementioned objectives as well as the Board composition, the Committee will consider candidates on merit against objective criteria securing the necessary qualifications and skills to perform all required responsibilities. The Committee strives to recruit highly experienced, driven and engaged directors with a proven ability to not only develop but also to implement strategies.

## **6. Board evaluation**

The Board conducts a regular self-evaluation across several dimensions (typically annually). The assessment also takes into consideration the Board's contribution to Partners Group's growth by evaluating its impact on investment activities, strategic projects, human capital management, business and corporate development initiatives, as well as the development of client-related initiatives. Thereby, the firm's open, transparent and critical Board culture – characterized by an entrepreneurial spirit and preparedness to challenge, where appropriate – focuses on areas in which the Board believes that the Board or any of its committees could further improve.

The self-assessment is in the form of an informal group meeting where Board members assess their balance of skills and experience, preparation, attendance, accountability, communication, and contribution to strategic planning as well as the PG Board Diversity.

Overall, the process is comprehensive and provides each Board member with the ability to receive and provide feedback on the workings of the Board and to define takeaways to be incorporated in the goals for the upcoming year.

## **7. Monitoring and reporting**

The Committee will report annually, in Partners Group's Corporate Governance Report, on any new Board appointments. The review will include a summary of this Policy, the objectives set for implementing the Policy and progress made towards achieving those objectives.

## **8. Review of the Policy**

The Committee will review the Policy regularly (typically annually), including assessing the effectiveness of the Policy. The Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.