

Sustainability Strategy



Partners Group

Partners Group Sustainability Strategy: Corporate Sustainability Focus Areas

Environmental

CARBON REDUCTION PROGRAM

Achieve net zero emissions for our Scope 1, Scope 2 and Scope 3² GHG emissions.

- We measure and externally assure close to 100% of our GHG footprint.
- We reduce our Scope 2 to near zero by switching to renewable energy where possible and offsetting as a last resort³.
- We contribute to nature- and technology-based solutions that address biodiversity and GHG emissions⁴.
- We develop a decarbonization program to achieve net negative emissions by 2030.

¹ Refers to Partners Group Holding AG together with its consolidated subsidiaries.

² Corporate-level Scope 3 emissions exclude Scope 3 emissions from category 15: investments (GHG Protocol), which are addressed at the portfolio level.

³ Using Renewable Energy Certificates and verified carbon credits.

⁴ This is an ambition Partners Group has every year, rather than by a given date.

Social

REALIZING EMPLOYEES' POTENTIAL

Become an impact leader in corporate responsibility to the benefit of our employees and other stakeholders.

- We aim for a top-quartile employee engagement score, with 75%+ of employees engaged and less than 12% annual attrition.
- We assure equal pay for equal work globally and equal (promotion) opportunities¹.
- We aim for our teams to reflect the local talent pools in the societies in which we operate.
- We aim for at least 25 female leaders in Senior Management².
- We relaunch our PG Stakeholder Impact effort.

¹ This is an ambition Partners Group has every year, rather than by a given date.

² Partner, Managing Director or Partners Group Board Member.

Governance

OWNERSHIP EXCELLENCE

Become a role model in entrepreneurial ownership and governance for our peers and portfolio assets.

- We further refine our ESG strategy, governance and control framework and continue to create value and mitigate risks, which should provide the basis for the highest rating by the UN PRI.
- We link a part of our executive compensation to select ESG focus areas and goals¹.
- We aim to hire 50% of new Board Members from under-represented groups², without compromising on merit-based assessments.
- As role models, our Board and Executive Team own and govern the most strategic initiatives at corporate level.

¹ From 2022 onwards, as described in our 2021 Compensation Report.

² From 2021 onwards, measured over a three-year horizon.

Key targets by 2025

Partners Group Sustainability Strategy: Portfolio Sustainability Focus Areas (for controlled assets)

Environmental

CLIMATE CHANGE STRATEGY

Create long-term value by both investing in the low carbon economy and leading assets on their path to net zero.

- We measure (year one¹) and externally assure (year two¹) our GHG footprint
- We develop a tailored GHG reduction strategy within three years¹ to lower carbon equivalents by 50%+ by 2035²
- We start to meaningfully reduce our GHG emissions, striving for around 20% reduction over our ownership period
- We act on our environmental footprint³ over our ownership period, based on a materiality assessment within three years¹

¹ of / during our ownership period.

² Calculated on an average basis, based on carbon emission intensity, with 2019 as the base year (where available). This serves as an interim milestone on the path to net zero.

³ Beyond carbon, e.g. land, water and resources.

Social

STAKEHOLDER BENEFITS PROGRAM

Build companies that employees desire to work for; re-invest substantially into development, financial or well-being initiatives for staff.

Key targets during our ownership

- We develop a tailored Employee Engagement Initiative within two years¹, based on regular engagement surveys and target scores
- We develop and implement a D&I Strategy over our ownership period
- We aim for our teams to reflect the local talent pools in the societies in which we operate, and we progress towards this goal through targeted recruitment campaigns where needed¹
- We initiate a Stakeholder Benefits Program² within two years, re-investing substantially into relevant employee focus areas

¹ of / during our ownership period.

² Refers to Partners Group's strategic program for controlled companies to build better businesses in order to achieve superior returns for stakeholders by setting impact projects, with the goal to generate people impact beyond industry standards through company-specific and customized solutions. It is up to each company's board to decide if and how to set up this program.

Governance

SUSTAINABILITY AT SCALE

Develop our assets with an entrepreneur's mindset; advance sustainability and focus on positive impact for all stakeholders.

- We appoint ESG Responsibles at board, executive and leadership level within 100 days¹
- We develop a meaningful ESG Journey within two years¹, and consider publishing a CSR report
- We establish a Risk & Audit Committee and agenda during the first year¹, including cybersecurity
- We aim to hire 40% of new board members from underrepresented groups, without compromising on merit-based assessments²

¹ of / during our ownership period.

² Measured over a three-year horizon.