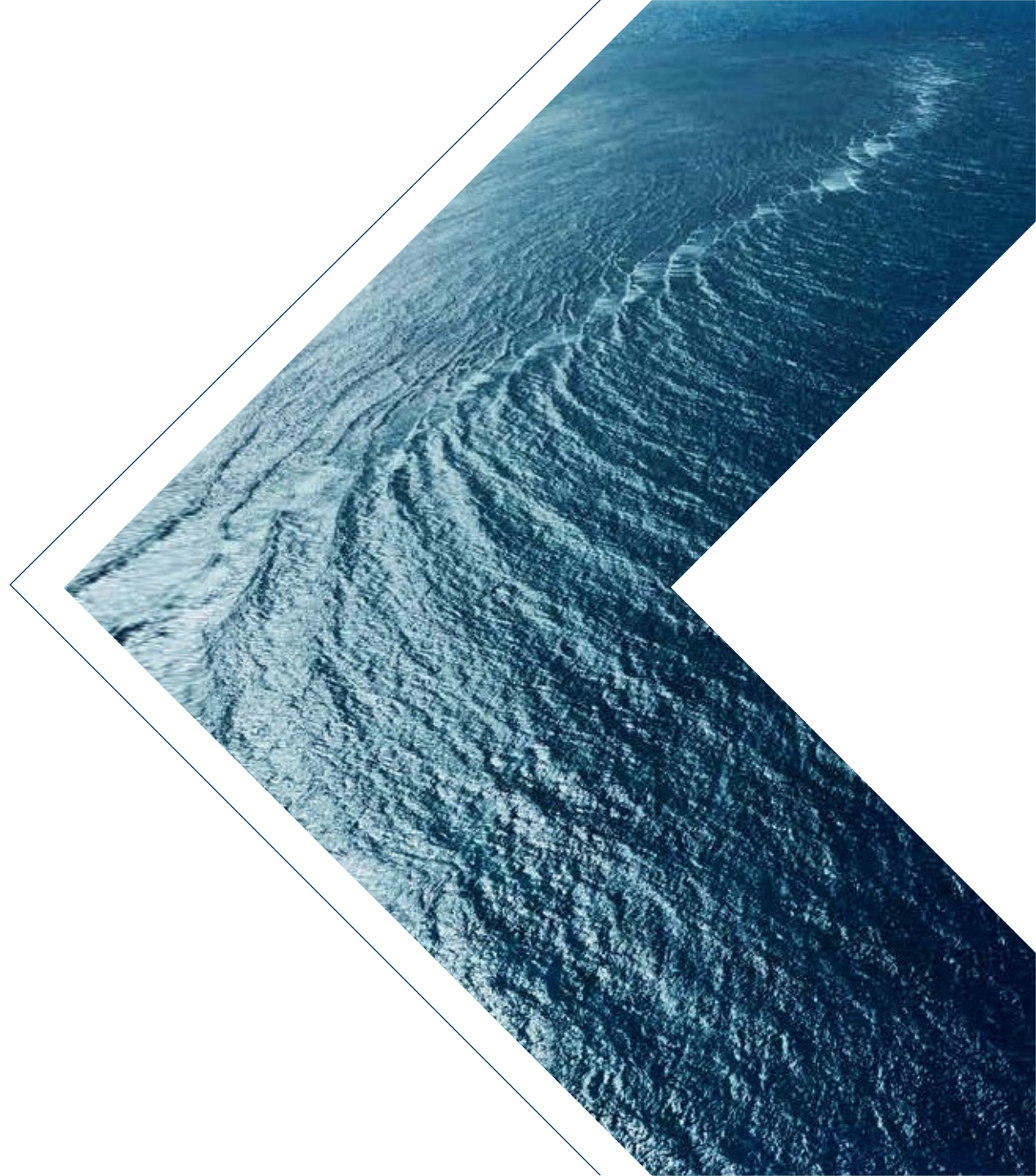


Focus on diversity,  
equity, and inclusion

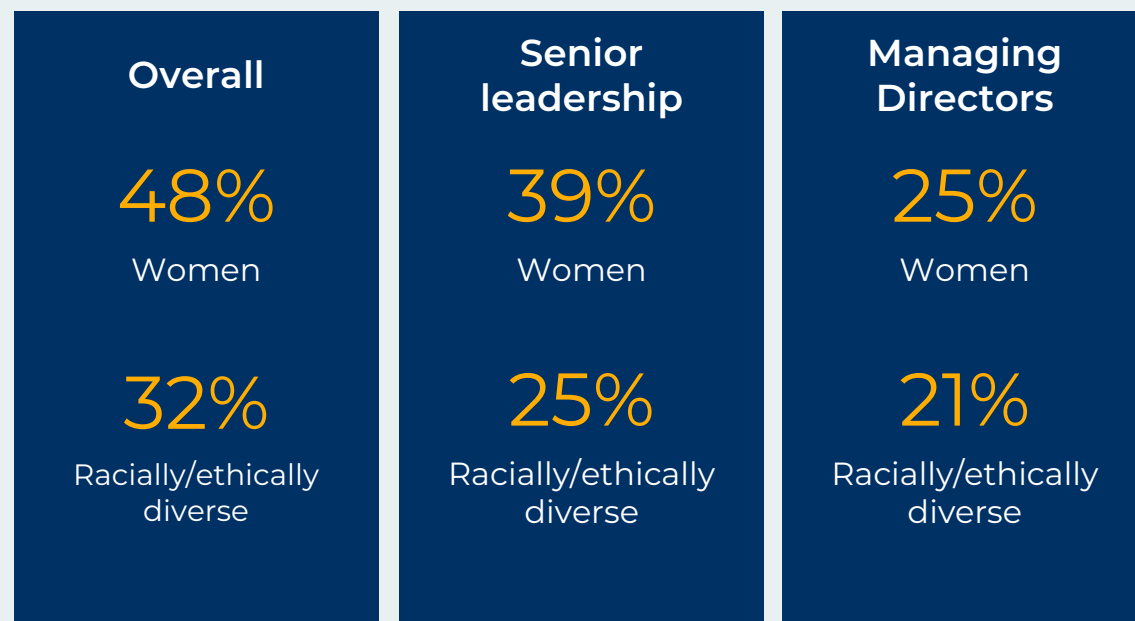


# A belief in transparency

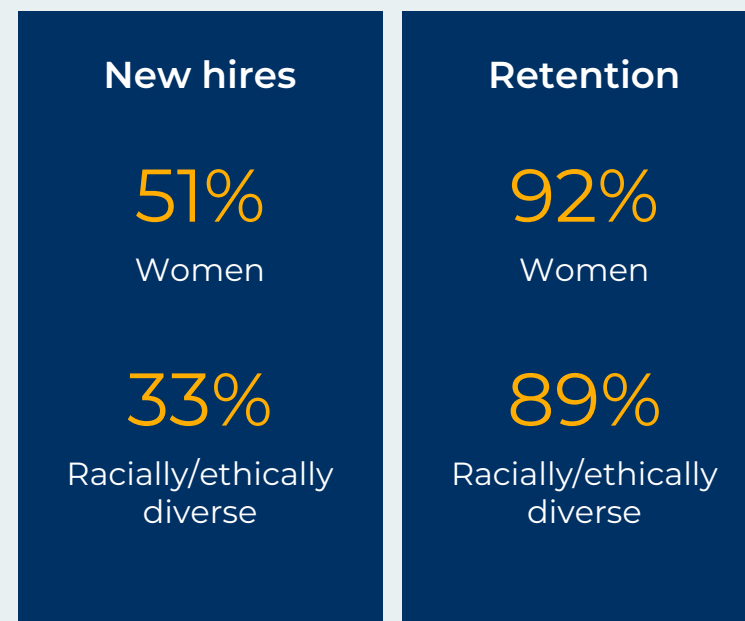
Building a team that reflects the markets we operate in and the world we inhabit is essential to achieving our objectives

## 1,000+ Employees<sup>1</sup>

### HarbourVest employee demographics<sup>1</sup>



### 2022 hiring and retention rates<sup>2</sup>



We compare favorably relative to the industry overall in terms of diversity in leadership roles, where just *under 14%* of all senior positions in the private equity industry are held by women<sup>3</sup>

1. As of June 30, 2023, representing global data. Racially/ethnically diverse includes Asian, Black, Latine, Native Americans, or 2+ races. Senior leadership includes Vice President and above.  
2. As of December 31, 2022.  
3. Women in Alternative Assets 2023, Prequin.

# Six strategic pillars of DEI

## Six Strategic Pillars of DEI

We use a broad framework to define what DEI success means for us and center our efforts on these six areas of focus



# Cultivating diversity



Sourcing, developing and retaining diverse talent



Establishing an inclusive culture where all employees can thrive



Ensuring processes and procedures are fair and equitable



Strengthening the communities in which we live and work



Investing in emerging and diverse managers and under-resourced markets



Embracing our leadership role in the industry to progress DEI objectives



## Inclusive Internship Program

Intern intake more than doubles in three years



## Employee Spotlight



Elliott Campbell  
Principal, Director

“ HarbourVest is consistently evolving our processes to ensure our team reflects the world around us: one with a variety of viewpoints and experiences. We are putting resources into not only growing our team but nurturing a community where we bring diverse ideas together, flex our unique strengths, and make the best decisions for our clients. ”

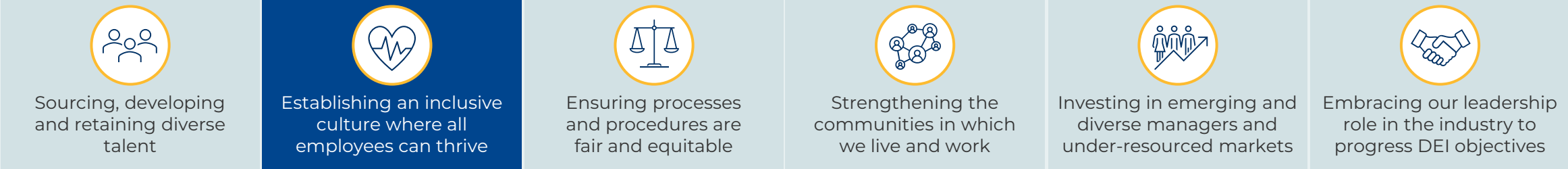
## Sourcing Diverse Talent

Proud to support organizations that are driving change in our industry





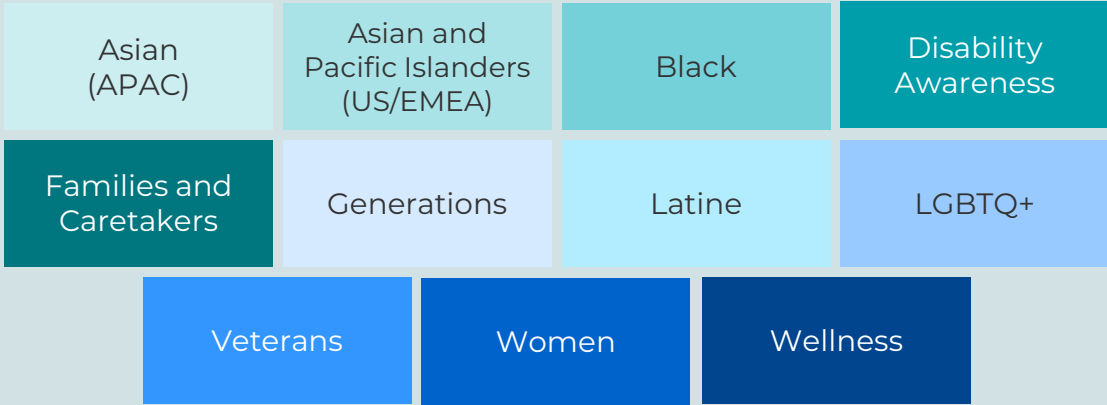
# Fostering inclusion



DEI Council

 <b>Aiko Adachi</b> Principal	 <b>Rich Campbell</b> Managing Director	 <b>Carolina Espinal</b> Managing Director	 <b>Gonçalo Faria Ferreira</b> Managing Director	 <b>Aliza Firestone Goren</b> Managing Director	 <b>Mac Grayson</b> Managing Director	 <b>Lydia Hao</b> Managing Director	 <b>Kelley King</b> Chief DEI Officer
 <b>Lenny Li</b> Principal	 <b>Tricia Mackechnie</b> Managing Director	 <b>Amanda Outerbridge</b> Managing Director	 <b>Carl Payne</b> Internship Program Manager	 <b>Edward Powers</b> Managing Director	 <b>Abigail Rayner</b> Principal	 <b>Mark Reale</b> Managing Director	 <b>Emily Ren</b> Vice President
 <b>Raj Senapati</b> Managing Director	 <b>Sanjiv Shah</b> Managing Director	 <b>Karen Simeone</b> Managing Director	 <b>Alicia Sweeney</b> Senior Vice President	 <b>John Toomey</b> Co-CEO	 <b>Amy Unckless</b> Senior Vice President	 <b>Peter Wilson</b> Co-CEO	

## Employee Resource Groups



**Regional Diversity Roundtables**

Our first series of roundtables focused on Inclusion, and over 300 colleagues in APAC, the Americas, and EMEA provided region-specific feedback

# Ensuring equity



Sourcing, developing and retaining diverse talent



Establishing an inclusive culture where all employees can thrive



Ensuring processes and procedures are fair and equitable



Strengthening the communities in which we live and work



Investing in emerging and diverse managers and under-resourced markets



Embracing our leadership role in the industry to progress DEI objectives

## Global Respectful Workplace

### Required review of our Global Respectful Workplace Policy & courses

- Formalizes the standards of behavior we expect, to ensure all members of the HarbourVest community are treated with respect and dignity.
- All employees are expected to complete courses on **Conscious Inclusion** and **Workplace Harassment Prevention**.



## Partnership Spotlight



Analia Stratton  
Director, Paradigm

“ HarbourVest has been strategic and intentional in its data-informed approach to DEI, from gathering survey data to holding roundtable discussions with their global employees. This approach, along with an ongoing commitment to DEI education, is enabling the firm to drive measurable DEI progress, and it's what sets the firm apart in its industry. ”

## DEI Training Initiatives

- Inclusive Leadership Training** conducted by Paradigm\* to better incorporate inclusive thinking into team management and deepen understanding of the benefits of DEI
- HarbourVest Navigator Program** coaching on leadership development for select senior leaders
- Leadership Principles Program** run by Korn Ferry that includes 360-assessment for leaders
- Talent Selection Training** course on real-life hiring scenarios and other resources
- 40+ on-demand DEI courses** through HarbourVest University



# Strengthening communities



Sourcing, developing and retaining diverse talent



Establishing an inclusive culture where all employees can thrive



Ensuring processes and procedures are fair and equitable



Strengthening the communities in which we live and work



Investing in emerging and diverse managers and under-resourced markets



Embracing our leadership role in the industry to progress DEI objectives

## Positive Impacts

**Global Volunteer Weeks:** HarbourVest holds a Global Volunteer Week per year, allowing staff to work together and donate their time to local causes during business hours.

**Global Employee Service Days:** This program grants each full-time employee two paid days per calendar year to volunteer with non-profit organizations in our local communities addressing social inequality.

**Annual Holiday Partnerships:** Every December global employees support families in need through donations of toys, holiday decorations, household items and more

Global employees donated to  
**650+ unique non-profit organizations\***

Annual matching gift maximum increased to **\$2,500** per colleague







**380+ volunteers**  
and  
**1,300 volunteer hours**  
during 2022 fall  
volunteer weeks

## Our teams around the globe supporting causes important to them



\*Since program launch in 2018.

# Investing with purpose

 <p>Sourcing, developing and retaining diverse talent</p>	 <p>Establishing an inclusive culture where all employees can thrive</p>	 <p>Ensuring processes and procedures are fair and equitable</p>	 <p>Strengthening the communities in which we live and work</p>	 <p>Investing in emerging and diverse managers and under-resourced markets</p>	 <p>Embracing our leadership role in the industry to progress DEI objectives</p>
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Select Diverse-Led Manager Profiles\*

		 <p>REVERENCE CAPITAL PARTNERS</p>		 <p>LONG RIDGE LIGHTBAY CAPITAL</p>	
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<p>Long history of investing in <b>emerging and diverse managers</b> and under-resourced markets</p>	<p><b>Consistent leadership, engagement, and participation</b> with leading trade associations focused on DEI</p>	<p>Proud to play a leadership role in the industry's future by leveraging our platform and resources to support a more <b>inclusive investment landscape</b>, maintain a robust deal pipeline, and foster connection and collaboration among <b>emerging and diverse managers</b>.</p>
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\*Reflects information as reported by the company and/or investment partners at the time of investment. It should not be expected that this information will be updated. The deal summary, general partner, and/or companies shown are intended for illustrative purposes only, do not represent all of the investments made, sold, or recommended for funds or client accounts, and should not be considered an indication of the ESG integration, performance, or characteristics of any current or future HarbourVest fund or investment strategy. While this is an actual investment in a HarbourVest portfolio, there is no guarantee it will be in a future portfolio.



# Embracing partnerships



Sourcing, developing and retaining diverse talent



Establishing an inclusive culture where all employees can thrive



Ensuring processes and procedures are fair and equitable



Strengthening the communities in which we live and work

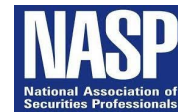


Investing in emerging and diverse managers and under-resourced markets



Embracing our leadership role in the industry to progress DEI objectives

## Partnerships



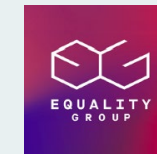
## Industry engagement



Participants in 'The state of diversity in global private markets: 2023' [report](#)

McKinsey & Company

**We are honored to have been recognized for our DEI work**



Top 10 Most Inclusive PE Firm<sup>1</sup>

1. As of March 2022. Equality Group's Inclusive Top 20 PE & VC Index is a comprehensive evaluation tool that analyses fund performance on inclusion, diversity, and equity over the past 12 months. The Index includes 400 global private equity and venture capital groups each with a minimum of \$1bn in assets under management. The data is sourced from multiple publicly available information sites, including fund websites, social media channels, published articles and reports. The index covers six core categories: leadership, actions and policies, work-life balance, inclusive team, explicit I&D support and additional public information. Within these categories, there are a total of 22 inclusion and diversity sub metrics. There are a total of 45 points available in the Inclusive Index. Equality Group has applied variable weightings to individual categories to reflect the most impactful data points across the core categories, as informed by the latest academic research.

# Annual DEI Report

A review of our diversity, equity, and inclusion efforts

For more information about our DEI efforts, please refer to our **annual DEI Report** under the “Insights” section of [harbourvest.com](https://harbourvest.com)

