

CANDIDATE STATEMENT, BIOGRAPHY, SIGNATORY, AND COMPARATIVE INFORMATION FORM

Full name: **Alan Feld**

Job title: **Founder and Managing Partner**

Signatory organization name: **Vintage Investment Partners**

Signatory organization seconding your candidacy: **Pitango Venture Capital**



CANDIDATE STATEMENT

As the Founder and Managing Partner of Vintage Investment Partners, I have led Vintage's venture secondary fund, fund of funds and mid-stage technology investment activities. In addition, for almost a decade, I have led our efforts to create and advance ESG initiatives both within our firm and in the venture funds and the technology companies in which we invested.

Fundamental to our view of ESG is ensuring diversity and equality of opportunity no matter the gender, race, ethnicity, religion or sexual preference. Vintage is comprised of >50% women, and we have team members from several underrepresented groups, including Palestinian-Israelis and members of the LGBTQ community, across various job functions and seniority levels within the organization.

I founded the [Power in Diversity](#) initiative, a non-profit initiative dedicated to promoting diversity and inclusion in the Israeli Hi-Tech industry. Over 40 venture capital firms and 120 startups committed to improve the diversity and inclusion of the Israeli Tech ecosystem through a series of meetups, lectures, webinars, workshops and diversity training.

Additionally, following cases of harassment of female entrepreneurs by senior people in the Israeli and global venture capital industry, I initiated a program to protect entrepreneurs from predatory practices and re-focus on building great companies. The program had two components: an Anti-Harassment Policy adopted by the venture funds and Third Party Policy Enforcement - Dina Efrati, a retired Labor Court Judge, an expert in this area, was appointed to serve as an Ombudsperson for anyone who has a harassment claim against venture fund signatories.

Furthermore, on the environmental impact side of our investing, we recently hired a Senior Associate with a MSc in Environmental Change and Management from Oxford University who has helped increase our expertise in the sustainability, agriculture, and food sectors. We have made multiple investments in funds and companies whose core competencies revolve around long-term environmental progress. Some of these investments include Israel Cleantech Ventures (More Ventures) and Moovit, a mobility as a service platform that optimizes public transportation services to over one billion riders in 3400 cities across 112 countries.

Finally, at Vintage, we are passionate about promoting strong governance principles within our firm as well as in the companies we invest in. For example, every full time employee at Vintage who has worked for the company for over 1 year, has been awarded a right to carried interest.

I believe that many of the programs and policies noted above could be relevant to other PRI signatories and I would be honored to have the opportunity to assist others as a P.R.I. board member.

BIOGRAPHY

Alan Feld is the Founder and Managing Partner of Vintage Investment Partners. Vintage Investment Partners is Israel's leading venture fund of funds, secondary fund, and mid-stage co-investment team. The firm today manages \$2.8 billion through 14 funds and managed accounts. Vintage tracks over 2,600 venture funds and 20,000 private technology companies.

Before founding Vintage in 2002, Alan Feld was a general partner at Israel Seed Partners and at Vertex Ventures. Before Vertex, Alan was the Managing Director of Evergreen Capital Markets/Robertson Stephens Israel. Before moving to Israel in 1994, Alan was at Goodman's (Toronto), one of Canada's leading corporate law firms.

Alan is the Founding Chairman of Power in Diversity Israel, an initiative to add more people from under-represented communities in Israel to the venture capital community and the startup labor force. He served as Chairman of the Steering Committee of the Be'eri project, an initiative of the Hartman Institute, and is also a former board member of the Israel Democracy Institute and the Jewish Funders Network (U.S.).

Alan received an M.B.A. from York University in Toronto, an L.L.B. from Osgoode Hall Law School in Toronto, and a B.A. in Commerce and Finance from the University of Toronto.

SIGNATORY ORGANISATION INFORMATION

Vintage Investment Partners is a global venture firm combining fund-of-funds, secondary funds, and growth funds. With over \$2.8 billion under management, 14 funds across the U.S., Europe, and Israel, Vintage is invested in several of the world's leading venture funds with exposure to over 2,250 technology companies. Vintage uses its network to connect startups worldwide to hundreds of corporations seeking support in their digital journeys, helping drive an ecosystem to maximize its potential and reach new heights.

SPECIFIC EXPERTISE

LEADERSHIP AND GOVERNANCE EXPERIENCE

Alan is the Founder and Founding Chairman of Power in Diversity Israel, an initiative to add more people from under-represented communities in Israel to the venture capital community and the startup labor force. Over 40 venture capital firms and 120 startups committed to improve the diversity and inclusion of the Israeli Tech ecosystem through a series of meetups, lectures, webinars, workshops, and diversity consulting.

Additionally, following cases of harassment of female entrepreneurs by senior people in the Israeli and global venture capital industry, I initiated a program to protect entrepreneurs from predatory practices and re-focus on building great companies. The program had two components: an Anti-Harassment Policy signed on by 50 Israeli venture funds and Third Party Policy Enforcement - Dina Efrati, a retired Labor Court Judge, an expert in this area, was appointed to serve as an Ombudsperson for anyone who has a harassment claim against one of the signatories.

GENERAL

DEMONSTRATED LEADERSHIP WITHIN RESPONSIBLE INVESTMENT, ESG EXPERTISE AND OTHER EXPERIENCE RELEVANT TO THE LONG-TERM SUCCESS OF THE PRI.

- ❑ Alan Feld is a founder and Chairperson of Power in Diversity Initiative.
 - Started 5 years ago, Power in Diversity Israel is a joint venture of over 40 Israeli VC firms and over 120 Israeli start-ups, coming together to promote diversity and inclusion in the Israeli tech industry.
 - We believe that increasing diversity in high-tech will bring new employment opportunities to underrepresented and underprivileged populations both inside and outside the high-tech industry, and equal employment opportunities that may lead to socio-economic growth in Israel.
 - We believe that by working together, trust is built. In a region rife with conflict, we believe that by having Palestinian Israelis and Jewish Israelis working together, the trust and mutual respect, so crucial to peace, can be generated.
- ❑ Following a number of cases of harassment of female entrepreneurs by senior people in the Israeli and global venture capital industry, Alan Feld initiated a statement which shared a real desire to eradicate this behavior, protect female entrepreneurs from predatory practices and re-focus on building great companies. The statement includes two components:
 - **Anti-Harassment Policy** – focuses on addressing and preventing harassment and discrimination in Israeli VC eco-system. Vintage and other Israeli VCs have signed on this policy. A violation of the policy by a staff member, would entail the steps contemplated in the policy, including dismissal.

- **Third Party Policy Enforcement.** While Israeli law protects employees from harassment, it is not sufficiently clear about predatory practices by an investor against an entrepreneur seeking capital. As a result, we have collectively appointed Dina Efrati, a retired Labor Court Judge, an expert in this area, to serve as an Ombudsperson for anyone who has a harassment claim against our organizations. Judge Efrati ensures that victims have an experienced and independent address to remedy their complaints.