

Belong@Hamilton Lane Statement

2026

At Hamilton Lane, we recognize that every individual brings unique experiences, perspectives and talents to our firm. That's why we are committed to cultivating an environment where all employees feel empowered to bring their whole selves to work, enabling them to perform at their best.

We value the richness of our workforce's varied experiences, perspectives, backgrounds, and talents, and we are committed to treating all employees with dignity and respect regardless of any protected characteristic. These differences make our employees unique and contribute to our organization's strength.

Our dedication to belonging extends beyond our workplace, to the industry in which we operate and the communities and environment in which we live and work. Guided by our corporate value of "Do the Right Thing," we are committed to promoting a welcoming and merit-based culture in the private markets asset class and the communities we serve.

Our comprehensive approach, Belong@Hamilton Lane, embeds inclusive principles into our values, culture and practices through a five-pillar strategy, where we:

- 1. Commit to expressing Belong@Hamilton Lane principles** in every aspect of our business, cultivating an environment where leaders, employees and our stakeholders are dedicated to self-reflection, transparency and accountability.
- 2. Foster a culture of belonging** where all employees feel valued and included; where individuals are treated fairly and respectfully, have equal access to opportunities and resources based on merit and qualifications, and can contribute fully to the organization's success.

- 3. Drive continuous learning and professional development** initiatives to enhance employees' ability to collaborate effectively, communicate respectfully, and maintain a professional and civil workspace.
- 4. Actively recruit and retain** talented employees from a broad range of backgrounds and experiences, based on merit and qualifications.
- 5. Establish high-quality, strategic partnerships** with a broad range of organizations to actively support our growth and business objectives.

All Hamilton Lane employees share a responsibility to promote workplace civility and to always treat others with dignity and respect. Any conduct or behavior that violates our policies will be subject to disciplinary action, including termination. Employees who experience discrimination or harassment are encouraged to seek assistance from management or the Global Human Resources team.