

Belong@Hamilton Lane Statement

2024

At Hamilton Lane, fostering a culture of belonging is essential to our mission of 'Enriching Lives and Safeguarding Futures.' 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 celebrate the richness of diversity across dimensions such as age, race, ethnicity, family status, gender identity and expression, language, nationality, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status and more. We value these differences, which 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. Guided by our corporate value to 'Do the Right Thing,' we are committed to promoting inclusivity in the private markets asset class.

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** by actively ensuring employees from diverse backgrounds feel valued and included; where individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.

- 3. Drive continuous learning and development** initiatives to actively enhance intercultural competence, bias mitigation skills, and recognizing and understanding microaggressions.
- 4. Actively recruit and retain** a diverse and talented employee pool.
- 5. Establish diverse and equitable partnerships** to actively support our growth and strategic 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 is 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.