



Houlihan Lokey

Equal Employment Opportunity and Affirmative Action Policy

It is the policy of Houlihan Lokey and its subsidiaries to employ qualified persons of the greatest ability without discrimination against any employee or applicant for employment because of race, color, religious creed (including religious dress and grooming practices), sex, gender, gender identity, gender expression, pregnancy (including childbirth, breastfeeding, and related medical conditions), sexual and other reproductive health decisions, national origin, ancestry, age, physical disability, mental disability, medical condition, family care status, citizenship status, military or veteran status, marital status, genetic information, political affiliation/association, domestic violence, sexual assault or stalking victim status, sexual orientation or any other characteristic protected by law and further, to take affirmative action to employ and advance in employment qualified minorities, women, disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans or other protected veterans. This policy applies throughout the Company and each of its subsidiaries.

To implement this policy, the Company has established Affirmative Action Programs by which we undertake that:

1. We will recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religious creed (including religious dress and grooming practices), sex, gender, gender identity, gender expression, pregnancy (including childbirth, breastfeeding, and related medical conditions), sexual and other reproductive health decisions, national origin, ancestry, age, physical disability, mental disability, medical condition, family care status, citizenship status, military or veteran status, marital status, genetic information, political affiliation/association, domestic violence, sexual assault or stalking victim status, sexual orientation or any other characteristic protected by law;
2. We will base decisions on employment so as to further the principle of equal employment opportunity;
3. We will ensure that employment decisions are in accord with principles of equal employment opportunity by imposing only valid job requirements;
4. We will ensure that all personnel actions such as compensation, benefits, transfers, promotions, layoffs, return from layoff, Company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religious creed (including religious dress and grooming practices), sex, gender identity, gender expression, pregnancy (including childbirth, breastfeeding, and related medical conditions), sexual and other reproductive health decisions, national origin, ancestry, age, physical disability, mental disability, medical condition, family care status, citizenship status, military or veteran status, marital status, genetic information, political affiliation/association, domestic violence, sexual assault or stalking victim status, sexual orientation or any other characteristic protected by law. Overall responsibility for the implementation of this policy is delegated to the Chief Human Capital Officer, who is hereby designated as the Equal Employment Coordinator.