



Diversity, Equity & Inclusion Policy

Diversity, Equity & Inclusion

HPS Investment Partners, LLC (HPS) is committed to fostering, cultivating and maintaining a diverse, equitable and inclusive workplace. We strongly believe that a diversity of perspectives and experiences makes us better investors, a better Firm and a better member of our communities.

HPS is committed to providing equal employment and advancement opportunities to all individuals and, as such, all employment decisions at HPS are based on qualifications and ability. There is no place for discrimination at our organization and we do not discriminate in employment opportunities or practices on the basis of race, national origin, color, religion, sex, age, disability, pregnancy, citizenship status, ancestry, military or veteran status, sexual orientation, gender, gender identity or expression, marital and civil partnership/union status, genetic predisposition or carrier status, or any other characteristic protected by federal, state or local law and the laws of other countries in which we operate.

HPS's commitment to diversity, equity and inclusion applies to all areas of the Firm's business, including recruitment and hiring; compensation and benefits; professional development and training; promotions; and terminations. HPS strives for the ongoing development of a workplace that encourages and enforces:

- A collaborative environment that welcomes the representation and the perspective of all employees;
- Professional communication and interaction between all employees;
- A culture which fosters respect for others and their points of view;
- Opportunity for employees, irrespective of the characteristics noted above.

We expect that all employees of HPS treat one another, and their professional counterparts, professionally and with respect. All employees are required to act in accordance with this policy at all times they are representing HPS, whether in the workplace, while working remotely, or during off-site meetings, business travel, and other professional and social events.

HPS takes this policy very seriously, and employees found to have violated these standards will be subject to disciplinary action, up to and including termination of employment. Employees who believe they have been subjected to discrimination or other conduct that conflicts with this policy should raise their concern with HR or the Firm's General Counsel.