

# Our Culture Statement

## Our values

**Mutual respect.** We hold ourselves to the highest standard of professional conduct. We acknowledge everyone's unique contributions and in challenging situations, listen to understand.

**Excellence.** We strive to operate always at the highest standard and deliver the best possible outcomes for our stakeholders; we are constantly analyzing our performance to learn from our successes and our mistakes.

**Constructive dialogue.** We invite alternative points of view. As a firm, we encourage thoughtful, intentional, and honest opinions.

**One team.** We pride ourselves in our strong alignment with all our stakeholders, including investors, users of our capital, employees, and others. We act in the highest interest of the Blue Owl ecosystem and work across functions for greater outcomes to deliver value for all of these groups.

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## A culture rooted in our values drives results

Our culture shapes how our employees work, grow, and create value for our investors and stockholders. Culture is not just something we talk about, it defines how we engage with one another every day. It fuels our ability to deliver results through private markets, attract and retain top talent, and build strong partnerships.

We each have a meaningful role to play in strengthening and protecting our culture. Together, we invest in the practices and actions that foster connection, opportunity, and impact for each other and the many stakeholders we serve.

**Everyone has a voice.** Great ideas come from a variety of perspectives, but being heard is not just about speaking up—it is about creating a respectful environment where every voice can help to influence outcomes. Open dialogue and alternative viewpoints enable us to make better decisions and help achieve our best results.

**Opportunity is open to all.** Unique capabilities and skills strengthen our firm, so we draw exceptional talent from all backgrounds. We aim to ensure every individual has a clear path and resources to develop, contribute, and succeed. Our talent practices are thoughtfully designed, transparently communicated, and consistently applied.

**We invest in wellbeing.** We appreciate that our employees lead full lives, both in and out of the office. To support our people, we provide resources, programs, and benefits to help them navigate every phase of life, whether through wellness offerings, family support, or financial planning.

**Belonging strengthens our community.** We honor and celebrate one another, create space for learning, and foster connection and shared experiences. We encourage volunteerism and giving and build partnerships that bring the best of Blue Owl to the communities in which we live and work.