

# Blue Owl DEI Policy

Blue Owl is committed to fostering, cultivating, and preserving a culture of **diversity, equity, and inclusion (“DEI”)**. We prize diversity in our team and seek to create an inclusive, merit-based environment that is supportive of people from all backgrounds.

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**We embrace and encourage our differences** that make us unique. We believe that a team comprised of individuals with diverse backgrounds, experiences, perspectives, and insights is critical to the long-term success of our firm.

Continuing to develop as **a more diverse, equitable, and inclusive firm is a strategic priority** for Blue Owl that we believe will further enhance our work environment and overall business. Our commitment to diversity and inclusion is relevant to all areas of the firm’s business.

**We focus on DEI in our corporate practices and policies**, including: recruitment and hiring; compensation and benefits; professional development and training; promotions; transfers; and social and recreational programs. We also believe diversity, equity, and inclusion is an important component of any environmental, social, and governance program, and are committed to actively engaging with our investment teams on integrating our corporate philosophy into our investment culture.

While our ongoing efforts are championed at the Blue Owl founder-level and executed upon by senior leaders across all business areas of the firm, we strongly believe that these efforts should be employee led. **Our aim is to have diversity, equity, and inclusion be part of the very fiber of our entire employee population.**

We pursue and seek to achieve our diversity, equity, and inclusion goals **by embedding Blue Owl’s four core values into our everyday work** - Mutual Respect, Excellence, Constructive Dialogue, and One Team.