



EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Hogan Lovells US LLP (“Hogan Lovells” or “the firm”) to prohibit discrimination against any of its personnel or applicants for positions based on race, color, creed, citizenship status, religion, sex, pregnancy, age, national origin, disability, sexual orientation, gender identity or expression, marital status, protected veteran status, genetic information or any other factor prohibited by law. Hogan Lovells takes affirmative measures to carry out this equal employment opportunity policy and to assure that discrimination does not occur.

Specifically, Hogan Lovells is committed to recruiting, hiring, and promoting qualified persons to all job titles and to administering all personnel actions, such as compensation, benefits, transfers, layoffs or terminations, training, education and social and recreational programs, in a non-discriminatory manner consistent with this policy. Toward this end, employment decisions are based only on valid, non-discriminatory requirements. The firm maintains a separate Harassment Prohibition Policy to prevent harassment on any basis covered by this policy. In addition, the firm is committed to reasonably accommodating the medical limitations of otherwise qualified individuals with a disability, and reasonably accommodating religious practices of its personnel.

Hogan Lovells’ equal employment opportunity policy is fully consistent with the civil rights laws of the United States, the District of Columbia and other jurisdictions in which the firm operates.

Overall responsibility for assuring compliance with and continued implementation of this equal employment opportunity policy has been assigned to Peter Bisio (currently, Partner and General Counsel), who is the firm’s Director of Equal Employment Opportunity. The Director of Equal Employment Opportunity is assisted in this role by the firm’s Chief Human Resources Officer – Americas (currently, Allison V. Friend). The Director of Equal Employment Opportunity will monitor the effectiveness of the firm’s policy through appropriate means.

If anyone at the firm believes prohibited discrimination has occurred, or has questions concerning this policy, he or she should notify the Director of Equal Employment Opportunity (General Counsel), Director of Inclusion – Americas (currently, Leslie Richards-Yellen), Director of Human Resources – Americas (currently, Monique Jefferson), or Chief Human Resources Officer – Americas immediately. Personnel may also notify an Office Managing Partner or Office Administrator for their respective office.

Reports will be investigated impartially, and any appropriate corrective action will be taken, including disciplinary action for inappropriate conduct. Complaints will be handled confidentially, except as necessary for investigation and resolution. This policy prohibits retaliation, harassment or other adverse action because of making a complaint, assisting or participating in an investigation, compliance evaluation, hearing or other proceeding related to equal employment opportunity, opposing discrimination or any other unlawful act or practice, or otherwise exercising rights protected by law.