

### Vision:

At HoyleCohen (“HC”), we recognize and appreciate the importance of creating an environment in which all employees are valued, included, and empowered to do their best work and bring great ideas to the table. We recognize that each employee’s unique experiences, perspectives, and viewpoints add value to our ability to create and deliver the best possible service, technical assistance and research to clients and partners. Given that our individual social, economic, and cultural identities shape and influence our experiences and perspectives, HC aspires to honor diversity in our workforce across the various dimensions of social and cultural identity and to practice inclusivity in how we work with one another.

### Mission:

The D&I will foster a workplace environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation in pursuit of HC’s mission to be the best place for like-minded, high integrity individuals who share a passion for providing serving and supporting clients and each other to the best of our collective abilities.

### Purpose:

The HC Diversity and Inclusion Committee (“D&I”) will advise senior management and executive leadership in creating, maintaining and growing a diverse workplace environment. D&I will make recommendations, provide education, and act on behalf of the company with the mission of advancing HC’s diversity and inclusion efforts. The D&I will work closely with senior management to ensure tight alignment with the organization’s overall business strategy and to help institutionalize human capital practices that support and accelerate D&I goals. The D&I will help create accountability for results, provide oversight on diversity efforts and promote company-wide communication on activities and progress. D&I efforts should be appropriately integrated into the company’s mission, operations, strategies, and objectives.

### Leadership and Reporting

D&I will be led by two co-chairs with at least one chair being represented by a member of the HC management team and will report to executive leadership (CEO, Senior Managing Director). The inaugural co-chairs were recruited and selected by Mark Delfino. The inaugural co-chairs are Robert Lopez and Kathy Siriwan.

Going forward, co-chairs will be nominated by the D&I and recommended for final approval by the CEO or executive leadership. Co-chairs will be required to serve for 12 consecutive months and will also have an option for a one-year extension. D&I members interested in the co-chair position can self-nominate.

### Co-chair Responsibilities:

The co-chairs will be responsible for meeting scheduling, agenda creation, meeting materials, facilitation, follow-up and for liaising with HC’s management/executive team. The co-chairs will enlist other members to help with development and implementation of its plans. Co-chairs will also ensure that each committee and forum member have an equal opportunity to express their opinion, interest and ideas for the betterment of D&I and HC.

### Committee Membership:

D&I membership is voluntary, at all levels, and will consist of both employee and management reporting lines. Members are expected to serve a minimum of 12 consecutive months and may exit the D&I at the end of this term.

Initially, D&I meetings will be held monthly, but D&I can adjust the frequency of meetings on an as needed basis. However, D&I must meet at least once per quarter in order to fulfill its charter obligation.

In general, membership should reflect a diverse mix of employees, taking into consideration factors such as race/ethnicity, gender identity, sexual orientation, age, etc. In addition, members should reflect different areas of the organization.

### Forum Membership

We want everyone to have a voice if they so choose. HC employees who are not members of the core D&I committee but who would like to contribute can share ideas, perspectives and initiatives at D&I forums (“forums”). These forums will be held at least once per quarter and are open invitations for all HC employees to collaborate with the D&I committee. Forum events are not a place for D&I action items (vote approval) but rather as another resource to provide guidance for the D&I. And, staff members are always welcome to share ideas directly with the committee co-chairs or members at any time.

### Rules of Engagement

The D&I should represent diverse backgrounds with the intended result of diverse perspectives and opinions, some of which may be strongly held by individual members. It is ok – even expected – that D&I members will disagree on matters. It is not ok if any disagreements result in behaviors that are inconsistent with HC’s core values of openness, constructive collaboration and respect of each individual. In addition, HC is not a political organization and the D&I is neither a political forum nor a group that will promote a political agenda. While HC leadership and the D&I acknowledge that many D&I issues are often politicized and/or correlate with political affiliations, the D&I will work hard to ensure neither it nor HC operate as, or are viewed internally or externally, as organizations promoting a political agenda.

### Provision for Amendment

The D&I co-chairs and executive leadership are responsible for reviewing this charter and working with D&I members to keep this charter current and amend as necessary.