



Equal Employment Opportunity Statement of Policy

It is the policy of Guidehouse Inc. and its subsidiaries (referred to below as Guidehouse) to provide equal employment opportunities without regard to race, color, national origin, ancestry, citizenship status, military status, protected veteran status, religion, creed, physical or mental disability, medical condition, marital status, age, sex, sexual orientation, gender, gender identity or expression, genetic information or carrier status or other characteristics protected by state and federal law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all Guidehouse-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by Guidehouse where appropriate.

As part of Guidehouse's equal employment opportunity policy, Guidehouse will also take affirmative action with respect to protected veterans and qualified individuals with disabilities to the extent required under Vietnam Era Veterans' Readjustment Assistance Act and Section 503 of the Rehabilitation Act. Scott McIntyre, Chief Executive Officer, fully supports Guidehouse's equal employment opportunity policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors. It is the responsibility of each supervisor of Guidehouse to ensure implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Shamir Patel, Chief Ethics and Compliance Officer, is assigned to direct the establishment of and to monitor the implementation of the company's equal employment opportunity program throughout Guidehouse. Shamir Patel will have responsibility to review and update Guidehouse's Protected Veteran and Individuals with Disabilities plan annually, including responsibility for the audit and reporting system.

This equal employment opportunity policy statement and the availability for viewing the company's affirmative action plans for Protected Veterans and Individuals with Disabilities will remain posted.

Scott McIntyre
Chief Executive Officer

A handwritten signature in blue ink, appearing to read "Scott McIntyre", written over a horizontal line. Below the signature, the word "Date" is printed, followed by the date "4/1/2025".