



## Diversity and Inclusion Mission Statement

At OHA, we operate as “One Team, One Firm” and are committed to fostering a diverse and inclusive working environment where we value and develop employees of all backgrounds and experiences. We firmly believe collaboration among team members with varied pasts and perspectives generates more incisive and deeper insights that better serve our investors, employees and community.

We aim to fulfill the following objectives:

- Enhance employee engagement
- Recruit, develop and retain talented employees with diverse backgrounds and experiences
- Expand community engagement and impact

We offer an inclusive and inviting culture where our employees can both contribute and develop meaningfully. Various programs provide numerous opportunities to make an impact on our firm and community.

Our internal Women’s Network is an important initiative that seeks to educate and empower women across the firm, as well as provide valuable networking opportunities. We partner with Declare, a leadership community for women, to advance careers through professional development, networking and shared experiences.

To expand our access to top talent with diverse backgrounds, we are actively involved with non-profit organizations that help us successfully recruit full-time candidates for investment and non-investment roles. These organizations include Girls Who Invest, which is committed to **increasing the number of women** in portfolio management and executive leadership in the **asset management industry**; Sponsors for Educational Opportunity, which is dedicated to providing supplemental *educational* and career support to young people from underserved communities, and NPower, which focuses on creating pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities.

We are active in the broader community, offering opportunities to volunteer for charitable organizations, including Read Ahead, for which our employees mentor local elementary school children on a weekly basis, and ACH Child & Family Services, which provides back-to-school supplies and holiday meals to those in need. Additionally, we sponsor opportunities throughout the year for employees to participate in community-based projects and events in each of our primary locations.