



## **Diversity and Inclusion Mission Statement**

OHA is 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 believe we offer an inclusive and inviting culture where our employees can both contribute and develop meaningfully. We strive to promote a culture of inclusiveness through firm wide events, workforce training and communications. Our internal Women's Network and LGBTQ Network are important initiatives that seek to educate and empower employees, as well as provide valuable networking opportunities.

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. Currently, these partnerships include Girls Who Invest, SEO, Npower and Wharton Alliance, which are various organizations focused on women, minorities, those from disadvantaged or under-represented communities, military veterans, and the LGBTQ population.

In addition, various programs provide numerous opportunities to make an impact on our community. Through these networks and programs, we enjoy high employee participation and engagement.