



Diversity, Equity, and Inclusion Approach
Effective March 21, 2022

OHA is committed to fostering a diverse, equitable, 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

As a reflection of our commitment to continuously meet and improve upon these objectives, OHA is a signatory to the ILPA Diversity in Action Initiative. As a signatory, OHA offers transparency into its actions to promote DEI within the organization, and in the wider industry.

We believe we offer an inclusive and inviting culture where our employees can both contribute and develop meaningfully. This is reflected in the formal integration of DEI as a part of all employee reviews, with extra emphasis for senior level employees at OHA. We strive to promote a culture of inclusiveness through workforce training, firm wide events, and communications. Our internal Women's Network and LGBTQ+ Network are important initiatives that seek to educate and empower employees, inform pathways to advancement within OHA, 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, Out4Undergrad and

Wharton Alliance, which are various organizations focused on women, minorities, those from disadvantaged or under-represented communities, military veterans, and the LGBTQ+ population.

Through these networks and programs, we enjoy high employee participation and engagement. We aspire to continue building on these existing programs and initiatives to demonstrate leadership in the industry and to meet our objectives.