



### **Diversity, Equity and Inclusion Mission Statement**

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 backgrounds and perspectives generates deeper insights that better serve our investors, employees, and community.

We aim to fulfill the following objectives:

- Enhance employee engagement and a sense of belonging
- Attract, 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 diversity, equity and inclusion 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 inclusion practices and behaviors at our firm.

We strive to promote a culture of inclusiveness through workforce training, firm wide events and communications. Our internal employee networks are important platforms that seek to educate and empower employees, inform pathways to advancement within OHA, and 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 attract full-time candidates for investment and non-investment roles.

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