

Diversity, Equity & Inclusion Policy

Objectives

Obera LLC is committed to is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. Employees of Obera subscribe to a common goal: To make Obera the best it can possibly be. Diversity is an asset in the pursuit of this goal. Employees with dissimilar backgrounds, perspectives, opinions, and lifestyles help us understand the motivations and desires of our many different customers. Thus, Obera will strive to maintain a workforce that reflects the diversity of the communities it serves.

Each member of Obera team shall be accorded the utmost respect, and all will be given equal opportunity and encouragement to achieve their full potential. Cooperation and teamwork will be valued as much as individual growth and contribution. Because a diverse workforce brings with it a diverse set of needs, Obera addresses individual situations rather than imposing blanket policies.

Human Capital

Our human capital is the most valuable asset we have, and we believe embracing human diversity makes us a better bank. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Diversity Initiatives

Obera's diversity initiatives are applicable—but not limited to — our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.



- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Obera have a responsibility to treat others with dignity and respect at all times and are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Obera will not tolerate discrimination or harassment of any kind and has established a Non-Discrimination and Equal Employment Opportunity Policy and a Policy Against Harassment. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek immediate assistance from a supervisor or the Human Resource Department. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, up to and including termination.

All employees are also required to attend and complete foundational Diversity, Equity & Inclusion training and regular, expanded learning opportunities are provided. The type and frequency of training will be determined by Obera's Diversity, Equity & Inclusion Officer. If needed, additional training can be provided by contacting Obera's Diversity, Equity & Inclusion Officer.