

Supplier Diversity Program Policy

The purpose of the Obera LLC Supplier Diversity Program is to identify the best suppliers, support our competitive pledge of excellence, ensure customer satisfaction, increase the company's sustainability, and promote diversity, innovation and social responsibility while reflecting, supporting, and creating a positive economic impact in the communities Obera serves.

Objectives

Obera LLC is committed to utilizing and fairly considering Diverse Suppliers to support the Company's strategic sourcing of goods and services. Diverse Suppliers that seek to do business with Obera must demonstrate the ability to add value and provide high-quality goods and services that are competitively priced, reliable, and aligned with our commitment to deliver excellent service. Obera recognizes that its business performance is enhanced through the expertise and creativity of all the Obera's suppliers. Purchases of goods and services shall be made from such Diverse Suppliers to the fullest extent possible, consistent with this policy and the efficient performance of Obera's operations.

Obera's Supplier Diversity Objectives include:

- Actively seeking out Diverse Suppliers that are able to provide competitive, high-quality goods and services and whose business model is aligned with Obera's business strategy.
- Ensuring the inclusion of Diverse Suppliers as a part of Obera's strategic procurement process.
- Communicating the value and process of the Supplier Diversity Program both internally and externally to all stakeholders.

Success will be measured by Obera's ability to attain and exceed these objectives while enabling the growth of Diverse Suppliers in our communities. We strive to create supplier relationships that allow Diverse Suppliers to continue to develop, while offering quality products at competitive prices.

Program

Obera LLC is committed to building a strong Supplier Diversity Program that consists of internal and external deliverables to help sustain program success for all stakeholders.

The Supplier Diversity Program will include:



- Program Oversight – overseeing the Obera’s Supplier Diversity Program shall be the responsibility of the Chief Executive Officer, with support from the Diversity, Equity & Inclusion Officer, the Vendor Management Department and the Environmental, Social & Corporate Governance (ESG) Committee.
- Objective Measurements — establishing and meeting company and departmental goals and objectives that support Obera’s overall diversity strategy.
- Tracking and Reporting — monitoring and reporting Obera’s progress toward achieving its supplier diversity goals and objectives with a strong emphasis on continuous improvement.
- Training and Education — helping to ensure that associates in decision-making positions throughout our organization understand Obera’s Supplier Diversity Principles and commitment.
- External Outreach Activities — seeking Diverse Suppliers through active involvement with small business and minority development organizations.
- Supplier Development – increasing Diverse Supplier capacity and Obera’s innovation, sustainability, and competitiveness within the marketplace.
- Communications — educating employees, management, Diverse Suppliers, and the community-at-large on Obera’s Supplier Diversity Program and policies.

Supplier Diversity Parameters

A “**Diverse Supplier**” is defined as a company that is certified to be at least 51 percent owned, managed, and controlled by one or more minority persons, or non-minority women, or a small business that conforms to guidelines established by the United States Small Business Administration.

The main categories of Diverse Suppliers considered within Obera’s Supplier Diversity Program are:

- Minority-owned
- Woman-owned
- LGBTQ+-owned
- Veteran-owned (including disabled veteran-owned)
- Disability-owned

To better ensure consideration during the proposal process Obera encourages Diverse Suppliers to obtain a third-party certification, such as through the National Minority Supplier Development Council or other similar certification body.

Obera provides a Diverse Supplier registration portal for ease of supplier certification, identification, application, communication, and management. It may be found on the Company’s website at: <https://www.oberallc.com/about/diversity/>



The following documents are required for application to Obera’s Supplier Diversity Program:

- NMSDC (National Minority Supplier Development Council) Certification ID or other similar certification or self-identification form
- Current IRS Form W-9
- Current Certificate of Insurance
- Current Sole Proprietor Waiver (if applicable)

From time to time, Obera LLC may provide educational opportunities about its procurement process, its supplier diversity program, and partnerships with diverse supplier councils to maximize the impact of the Supplier Diversity Program. This policy is dynamic and may be changed at the discretion of the Board of Advisors of Obera to align with business changes.