



ENTRUST

SECURING A WORLD IN MOTION

ENTRUST SUPPLIER DIVERSITY PROGRAM STATEMENT

As the leading provider of trusted identities, payments, and data protection, Entrust has been committed to protecting identities and data for more than 50 years. Our goal is to carry this commitment from our innovative products and services to the way we run our business, advance our company culture, and support our communities – both in our industries and the places where we live and work.

As part of that commitment, Entrust is focused on fostering an inclusive and equitable business environment that celebrates diversity and empowers underrepresented communities. Our Supplier Diversity Program is founded on the principle of equal opportunity, with the goal of growing representation across our diverse supplier base. This is achieved through a programmatic framework that requires accountability and focused attention on the supply chain partner selection process.

DEFINING DIVERSE SUPPLIERS:

Entrust uses the following definitions to define small and diverse businesses. These definitions are based on consultation with outside experts in this space, U.S. government guidance, and input from our customers on how they define diverse suppliers:

- Veteran-Owned
- LGBTQ-Owned
- Small Business
- Small Disadvantaged Business
- Historically Underutilized Business Zone (HUBZone)
- Serviced Disabled Veteran Owned Small Business
- Woman-Owned Small Business
- Veteran Owned Small Business

ACTIONS:

We make Supplier Diversity part of how we operate through:

- Setting formal goals for diverse supplier involvement.
- Monitoring key performance indicators (KPIs) to measure and regularly track small and diverse business participation in our supply chain operations.
- Training our Procurement team, as well as the internal departments they support, on our Supplier Diversity Program.
- Utilizing the U.S. Small Business Administration's dynamic small business search functionality to identify new suppliers.
- Leveraging guide buying features that recommend small and diverse suppliers.

- Incorporating evaluation of diverse suppliers in our product development process.
- Collaborating with large business partners to improve the diversity of their supplier base.
- Regularly reporting to leadership on program progress and diverse supplier base levels, activities, and improvements.
- Benchmarking against industry peers to gauge external markers for program improvement opportunities.

GOALS AND TARGETS:

Entrust is focused on continuously improving its Supplier Diversity Program through monitoring and progress against formal targets and goals. Entrust’s annual goals and longer-term targets take into consideration several factors, including:

- Periodically evaluating existing spend to:
 - identify diverse suppliers within our supply base for supplier development and increased spend; and
 - determine if diverse suppliers can be utilized for additional addressable spend categories.
- Monitoring average and best-in-class small and diverse spend percentages across industries.
- Customer feedback.

GOVERNANCE:

Entrust’s Supplier Diversity Program is managed by the Procurement Team and overseen as part of the broader Environmental, Social, and Governance (ESG) Program. The Supplier Diversity Program is also supported and directed by the ESG Steering Committee. The ESG Steering Committee consists of senior leaders from across the organization, including Entrust’s Chief Executive Officer. ESG Program updates, including the Supplier Diversity Program, are provided to the ESG Steering Committee and the Governance and Social Responsibility Committee of the Board of Directors on a quarterly basis. The Steering Committee and the Board provide guidance and direction on identified risks, program strategies, and resource allocation.

By embracing diversity as a core value and strategic objective throughout our organization and operations, we not only enhance our competitiveness but also foster a more inclusive and sustainable business environment. Entrust will continue to monitor and enhance its Supplier Diversity Program for year-over-year improvement. We are committed to driving positive social impact and economic prosperity in partnership with a diverse supplier base.