

SUPPLIER DIVERSITY POLICY

SCOPE

tCognition's Supplier Diversity Policy commitment is to provide opportunities for qualified businesses owned by people from diverse backgrounds to participate in our business as a supplier of products and services. This policy defines the principles by which tCognition engages diversity suppliers.

This policy applies to all directors, officers, and employees of tCognition's entities, subsidiaries, affiliates, and joint ventures over which tCognition has operational control (collectively "Associates") and all suppliers operating in the countries listed in this Policy Appendix A.

The tCognition Vendor Diversity Program is administered by the tCognition Vendor Management Organization (VMO) under the supervision of the Global Director of Diversity and Inclusion. Our management and employees are committed to implementing procurement processes and practices that enhance the ability of multiple suppliers within Appendix A, to compete fairly to participate in tCognition.

GUIDING PRINCIPLES

The main goals of the tCognition Supplier Diversity program are:

- Provide opportunities for diverse suppliers who may be excluded from opportunity sources for physical, social, or cultural reasons, while:
 - Comply with our purchasing standards;
 - We create long-term value for our customers and communities;
 - Provide reliable products and services at competitive prices;
 - Help us become agile, disruptive and market leaders;
 - Adherence to tCognition's standards of conduct for suppliers
- Communicate the value of supplier diversity to all stakeholders, both internally and externally.
- We use a diversity of our suppliers to meet the supplier diversity needs of our business customers.
- tCognition Sourcing Services are advised to identify and include several suppliers and service providers in purchasing decisions.
- tCognition's commitment to supplier diversity is not altruistic and does not conflict with the implementation of current purchasing goals, policies and procedures. The allocation of opportunities to different suppliers is based on criteria defined in the offering or on other criteria that arise from time to time, such as, for example, their relative competitiveness, price of offering and demonstrated performance.

- All diverse suppliers must be certified by an external agency (or commit to such certification within the first year of commitment).
- To characterize or define a company as a diversified supplier, it must meet one or more criteria, which vary by country and are included in the Appendix to this Policy.
- tCognition provides information on various supplier spending to our customers on a quarterly basis upon request.

RELATED POLICIES AND PROCEDURES

[Supplier Standards of Control](#)

APPENDIX A: COUNTRIES IN SCOPE

United States

To be characterized or defined as a diverse supplier in the United States, an organization must meet one or more of the following criteria:

o Minority Business Enterprises (MBE): Minority Business Enterprises are generally certified by federal, state, or local government agencies as being in compliance with all applicable government standards that award eligibility.

o Women Business Enterprises (WBE): Women businesses Enterprises that are typically approved by a federal, state, or local government agency to meet all government requirements that award eligibility.

o Veterans Business Enterprise (VBE): The SBA guidelines of the Small Business Act (PL 85-536), as an amended state that: Small Business Concerns owned and controlled by veterans not less than 51% owned by one or more veterans and in the case of a publicly owned business not less than 51% of the stock is owned by one or more veterans.

o Disabled Veterans Business Enterprise (DVBE): A disabled veteran recognized by the State of California as a veteran of the United States Army, Navy, or Air Force with a service disability of at least 10% and residing in California. when at least 51% are owned by disabled veterans and perform day-to-day management and control functions. The parent company cannot be a branch of a foreign company, foreign company or any other company or branch which has its registered office abroad.

o Disabled owned: A business that is owned at least 51% by one or more individuals with disabilities who control and manage the business. Control in this context means the power to make policy decisions and participate in the management of daily affairs

o LGBTQ-Owned: A business that is owned at least 51% by one or more LGBTQ individuals who control and manage the business. Control in this context means the power to make policy decisions and actively participate in the management of daily affairs.

Revision Record	
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