



Supplier Diversity Commitment Letter

Supplier Diversity

At Brightstar, we are committed to developing mutually beneficial relationships with diverse suppliers worldwide. Across the many countries and markets in which we operate, we strive to foster an inclusive, equitable, and sustainable global supply chain. We partner with diverse suppliers regardless of race, color, religion, gender, sexual orientation, gender identity or expression, pregnancy, marital status, national origin, citizenship, covered veteran status, ancestry, age, physical or mental disability, medical condition, genetic information, or any other legally protected status, in accordance with applicable laws and regulations in each jurisdiction where we do business.

As a global organization and a government contractor, Brightstar also must make various commitments to our customers to utilize certain certified diverse suppliers. While definitions and certification requirements may vary by country or region, Brightstar recognizes diverse suppliers as businesses that are majority-owned, controlled, and operated by individuals or groups that have been historically underrepresented or disadvantaged. In the United States, Brightstar defines diverse suppliers as for-profit businesses with physical locations in the U.S. or one of its trust territories. Businesses must be 51% or more owned, controlled and operated by women, racial or ethnic minorities, LGBTQ+ (lesbian, gay, bisexual, transgender and queer) people, veterans, persons with disabilities, as well as persons from other underrepresented groups recognized by local laws or regulations, such as disadvantaged businesses. Globally, we align with local definitions, certification bodies, and regulatory frameworks to ensure relevance and compliance in each market.

Primary Objectives of Supplier Diversity at Brightstar:

- Provide opportunities to diverse suppliers that satisfy our procurement and contractual standards, as well as state requirements binding Brightstar to source from Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Historically Underutilized Businesses (HUB) and other certified diverse suppliers, while enabling consistency across our global operations.

- Identify qualified Diverse Suppliers that can provide competitive and high-quality products and services for Brightstar, including suppliers that support our international business needs and evolving global supply chain.
- Encourage strategic suppliers that do not qualify as a Diverse Supplier to commit to and support their own supplier diversity initiatives within the bounds of the law, and to extend these commitments across their global operations where applicable.

To achieve these objectives, Brightstar is committed to:

- Continued support to certifications, regulatory agencies and networks including, but not limited to:
 - National Minority Supplier Development Council (NMSDC) or a regional affiliate
 - Women's Business Enterprise National Council (WBENC)
 - National Gay Lesbian Chamber of Commerce (NGLCC)
 - Disability:IN
 - U.S. government agency (City, County, State or Federal) and comparable international organizations and regional certifying bodies that advance supplier diversity globally.
- Expanding engagement with international and emerging diverse supplier networks to reflect regional and cultural differences in diversity classifications

Integrating supplier diversity into global sourcing strategies and supply chain decisions to drive innovation, resilience, and sustainable business growth across all markets we serve

Brian Blake

Brian Blake
Vice President Talent, Culture & Inclusion

Dorothy Costa

Dorothy Costa
SVP People & Transformation Global

Brad Young

Brad Young
SVP Global Supply Chain