



Supplier Diversity, Equity, and Inclusion Policy

Purpose: Itron, Inc. is committed to fostering an inclusive and equitable business environment by encouraging the participation of diverse Suppliers. This Supplier Diversity, Equity, and Inclusion Policy outlines our commitment to engaging Suppliers from various backgrounds and promoting opportunities for underrepresented businesses to thrive in partnership with Itron.

Scope: This policy applies to all Suppliers, defined as direct and indirect suppliers and vendors providing goods and/or services to or on behalf of Itron, including its affiliates. The policy is integral to Itron's business practices, encompassing both domestic and global operations.

Policy Statement: Itron is committed to:

1. Integrity and Ethical Engagement:

- Ensuring all interactions with Suppliers are conducted with the highest standards of integrity, fairness, and ethical behavior.

2. Encouraging Diverse Participation:

- Providing equitable opportunities for diverse Supplier groups to engage in Itron's supply chain activities.

Definition of Diverse Suppliers: For the purposes of this policy, a "Diverse Supplier" is a business enterprise that is at least 51% owned, operated, and controlled by individuals from historically underrepresented or disadvantaged groups, including but not limited to:

- Ethnic or racial minorities (e.g., Asian, African American, Hispanic)
- Women (of any race or ethnicity)
- LGBTQ community members
- Veterans or Service-Disabled Veterans
- Persons with Disabilities
- Small businesses, as defined by local country-specific regulations



Program Objectives: Itron's Supplier Diversity, Equity, and Inclusion Program aims to:

1. Expand Supplier Opportunities:

- Increase the number of qualified diverse businesses in our supply chain.

2. Identify Qualified Diverse Suppliers:

- Source financially stable and capable diverse business enterprises that meet Itron's quality, service, and pricing standards.

3. Integrate Diverse Suppliers:

- Engage qualified minority, women, and diverse-owned businesses as regular Suppliers when they provide competitive bids and meet Itron's requirements for quality and financial stability.

Implementation:

• **Communication:**

- This policy will be shared with all Suppliers and made accessible through Itron's intranet and supplier onboarding materials.

• **Training:**

- Relevant Itron employees will receive training on Supplier diversity to ensure alignment with the policy and program goals.

• **Monitoring and Reporting:**

- Itron will track and report the participation of diverse Suppliers in its supply chain and measure progress toward program goals.

Governance:

- The Supplier Diversity Policy will be reviewed annually by Itron's Executive Management to ensure continued relevance and alignment with corporate goals.
- Updates to the policy will be communicated promptly to all stakeholders.

Conclusion: By integrating Supplier diversity into our procurement practices, Itron demonstrates its commitment to creating an inclusive and equitable supply chain. This policy reflects our belief that diversity and inclusion are essential to driving innovation, improving performance, and strengthening the communities in which we operate.