

Milliman, Inc.

Supplier Diversity Statement

PURPOSE

The overarching purpose of the Milliman, Inc. supplier diversity statement is to express Milliman's dedication to working with diverse suppliers. This statement is an extension of our firm-wide commitment to social impact and sustainability.

GOAL

Specifically, the goal of this statement is to improve and grow our supplier base of small and diverse businesses firm-wide. Milliman views this as a business imperative that accomplishes the two aims of increasing our marketplace competitiveness and promoting diversity and inclusion. We recognize that our practices are strengthened by the diversity of our suppliers.

ENTITIES

The entities we focus on primarily include the categories that are promoted by the locations in which we do business. Where applicable, subcontractor location and registration with the local jurisdictions are adhered to. This includes the following categories defined as diverse if they are at least 51% owned and operated by an individual or group that is part of a traditionally underrepresented or underserved demographic.

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| <ul style="list-style-type: none">▪ Minority Business Enterprise▪ Woman Owned Business Enterprise▪ Disadvantaged Business Enterprise▪ Disabled Person Owned Enterprise▪ Small Business Enterprise▪ Small Disadvantaged Business Enterprise▪ Hubzone | <ul style="list-style-type: none">▪ Service-Disabled Veteran Owned Business Enterprise▪ Veteran Owned Business Enterprise▪ LGBT Owned Business Enterprise▪ Woman-Owned Small Business▪ Historically Black College/University▪ Canadian Aboriginal Enterprise |
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ACTIVITIES

The activities we will pursue to achieve the goals of this policy include:

- Maintaining and developing a network of small and diverse businesses that are utilized in support of our clients.
- Tracking, maintaining, and reporting diverse spend metrics. Working to be able to deliver this on a quarterly basis by Q324.
 - Include applicable Tier II spend credit/reporting from key Milliman vendors
- Including diverse suppliers in solution/services sourcing events (RFP's)
- Educating our supplier base on the business operations of the participating practices.
- Networking opportunities.
- Including annual membership and participation in National Minority Supplier Development Council (NMSDC) and Women's Business Enterprise National WBENC Council (WBENC).
- Buyer Training for those at Milliman with spend authority.