

> 2022 Diversity, Equity & Inclusion (DEI) Review



Employee-led initiatives

- Added three new employee resource groups
- Launched an internal **#ThisIsMyStory** campaign to celebrate employee diversity
- Debuted the **I.D.E.A.S. forum** to gather employee ideas on DEI



Leadership-led initiatives

- Developed our **global DEI strategy**, an initiative of the DEI Steering Committee and employee-led Inclusion Council
- Hired a dedicated global DEI manager
- Completed in-depth **bias mitigation training** for our Executive Leadership Team, DEI Steering Committee and employee-led Inclusion Council



Learning initiatives

- Refreshed our company's "**leadership behaviors**" to embed DEI concepts
- Developed an internal **Multicultural Calendar** for employees to build awareness of global cultural/heritage observances
- Hosted an employee **Elevate DEI Summit** with guest speakers and meaningful conversations on elevating DEI in our industry and in our communities



Diversity data

- Had **34%** global gender diversity overall, and people managers[#] increased to **25%**
- Had **32%** racial and ethnic diversity in the U.S. workforce, and people managers[#] increased to **15%**
- At the end of 2022, our Board of Directors had **44%** diversity across gender, racial and ethnic representation; as of April 2023, the Board has **56%** diversity

[#]People managers' refer to those individuals who have direct reports that they manage.