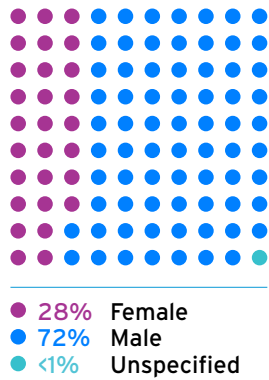


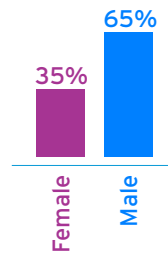
Workforce data: Gender representation¹

2021 Workforce diversity as of 12.31.21

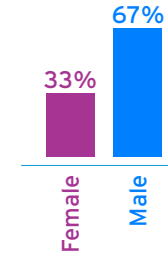
ALL EMPLOYEES



MANAGEMENT EMPLOYEES²

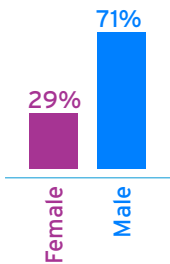


COMPANY LEADERSHIP³

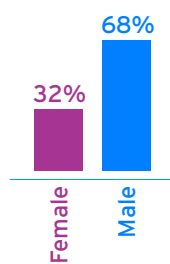


Movements in 2021

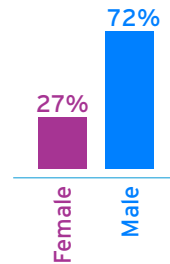
HIRES



PROMOTIONS



TURNOVER^{4,5}

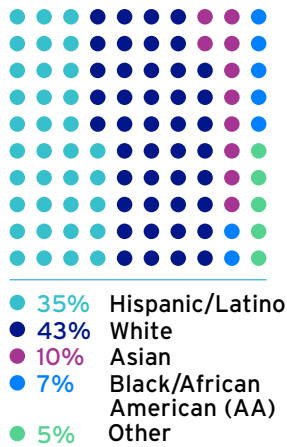


¹ Percentage totals are +/-1% due to rounding
² Management includes all salaried employees
³ Company leadership includes directors and officers.
⁴ Turnover includes voluntary and involuntary terminations.
⁵ Separations where gender was not specified represent approximately 0.1% of turnover.

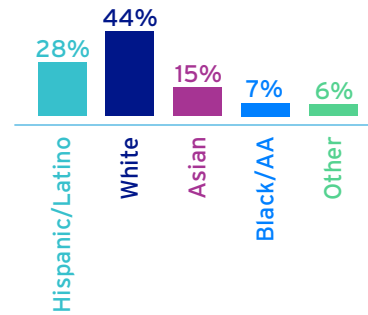
Workforce data: Race and ethnic representation^{1,2,3}

2021 Workforce diversity as of 12.31.21

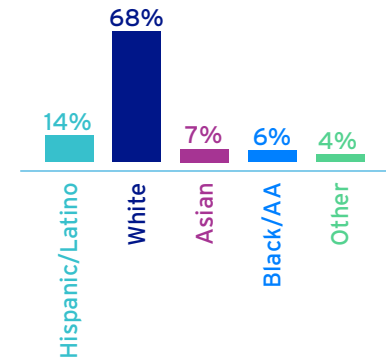
ALL EMPLOYEES



MANAGEMENT EMPLOYEES⁴

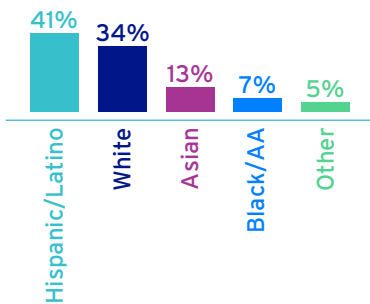


COMPANY LEADERSHIP⁵

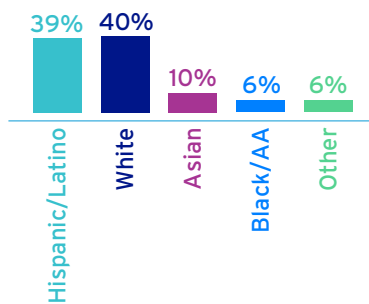


Movements in 2021

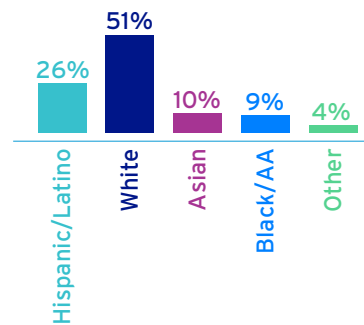
HIRES



PROMOTIONS



TURNOVER⁶

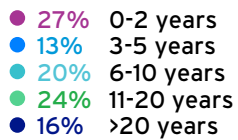
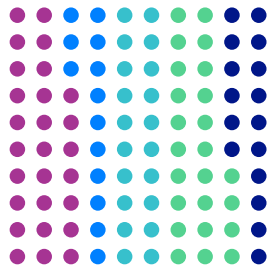


¹ Percentage totals are +/- 1% due to rounding.
² Race and ethnicity as defined by the U.S. EEOC includes race and ethnic categories that are not applicable to our employees based in Mexico. Employees in Mexico are therefore not reflected in this section.
³ Other includes American Indian/Alaskan, Hawaiian/Pacific Islander and two or more races.
⁴ Includes all salaried employees.
⁵ Company leadership includes directors and officers.
⁶ Turnover includes voluntary and involuntary terminations.

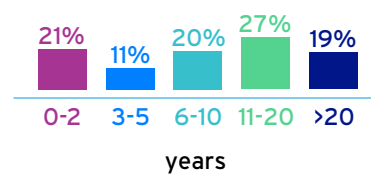
Workforce data: Tenure representation¹

2021 Workforce diversity as of 12.31.21¹

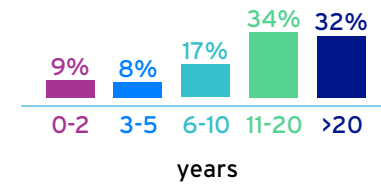
ALL EMPLOYEES



MANAGEMENT EMPLOYEES²

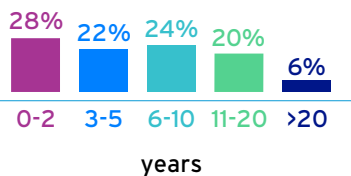


COMPANY LEADERSHIP³

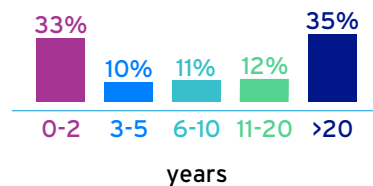


Movements in 2021

PROMOTIONS



TURNOVER⁴



¹ Percentage totals are +/-1% due to rounding.

² Includes all salaried employees.

³ Employees in positions that place them in the top 2% of the company.

⁴ Turnover includes voluntary and involuntary terminations.