

DIVERSITY AND INCLUSION GOALS AND COMMITMENTS

OUR GOALS AND COMMITMENTS

Our global D&I goals, as communicated in our previous reports, focus on the near-term targets of educating our leadership and TSMs on D&I (Goal #1) and aligning our compliance helpline with the effectiveness criteria of the UN Guiding Principles (UNGP) for Business and Human Rights (Goal #2). With progress achieved on Goal #1 (see below), we are working to update our programs to provide D&I education to additional TSMs globally and on an ongoing basis. Goal #2 was achieved in 2023 and will evolve into an ongoing commitment to maintain our alignment with the UNGPs. Goals #3 and #4 (described below) involve longer-term targets that we will continue to focus on.

GOAL #1

By 2022, educate all Directors and Vice Presidents globally on the key concepts of Diversity & Inclusion. By 2023, provide education for Managers globally and U.S. TSMs at all levels.

GOAL #2

By 2022, evaluate our compliance helpline reporting process against the effectiveness criteria of the United Nations Guiding Principles for Business and Human Rights for reporting of potential discrimination incidents, and include diversity education to those handling the investigations.

GOAL #3

By 2030, in alignment with our commitment to Paradigm for Parity®, we will strive to have gender parity at senior leadership levels globally (Director and Vice President). We are committed to ensuring that our leadership team reflects the demographics of our customers and society at large.

GOAL #4

We are committed to pay equity and continue to align our processes and programs to our commitment.

PROGRESS 2023

In 2023, continued education was provided to the majority of our leadership teams (66% of Directors and Vice Presidents globally as well as 79% of our U.S. Managers).*

Built a solid foundation for turning this goal into standard, ongoing education with themes updated and refreshed every year to reflect the evolving space.

Education is tied to compensation goals for all management and leadership teams and offered on a voluntary basis to all TSMs.

* Original targets of 100% were not met primarily because of our cyber incident.

PROGRESS 2023

Goal achieved. Will turn into an ongoing commitment.

PROGRESS 2023

Maintained representation of women in global leadership roles at 30% and strive to increase this steadily over the next years going forward.

Maintained representation of certain other underrepresented groups of TSMs in U.S. Manager roles and above at 18%.

530 matches for our Mentorship program with 2% of TSMs who signed up requesting their mentor be from an underrepresented group.

2% increase in female applicants and 3% increase in certain other underrepresented groups' applicants for U.S. positions through our recruiting partnerships (Fairygodboss, Customers & Professional Associations) and branding initiatives.

Launched in early 2024, an innovative Parental Mentorship Program, in partnership with Corporate Benefits, to help TSMs navigate the challenges associated with balancing parenthood and professional growth.

PROGRESS 2023

In 2023, we conducted a review of compensation for TSMs within the U.S., looking closely at base pay and bonuses to identify and address potential gender and certain other underrepresented groups' pay gaps. Findings suggest that pay continued to be administered in a fair and equitable manner.

One area we continue to focus on is advancing women and TSMs from certain other underrepresented groups into more senior leadership roles. This work continued in 2023, and we remain committed to making steady progress and reporting on our learnings and achievements.

REPRESENTATION OF WOMEN IN EXECUTIVE MANAGEMENT

AS OF JULY 23, 2024



2020
93.3%
6.7%

2021
87%
13%

2022
76%
24%

2023
71%
29%