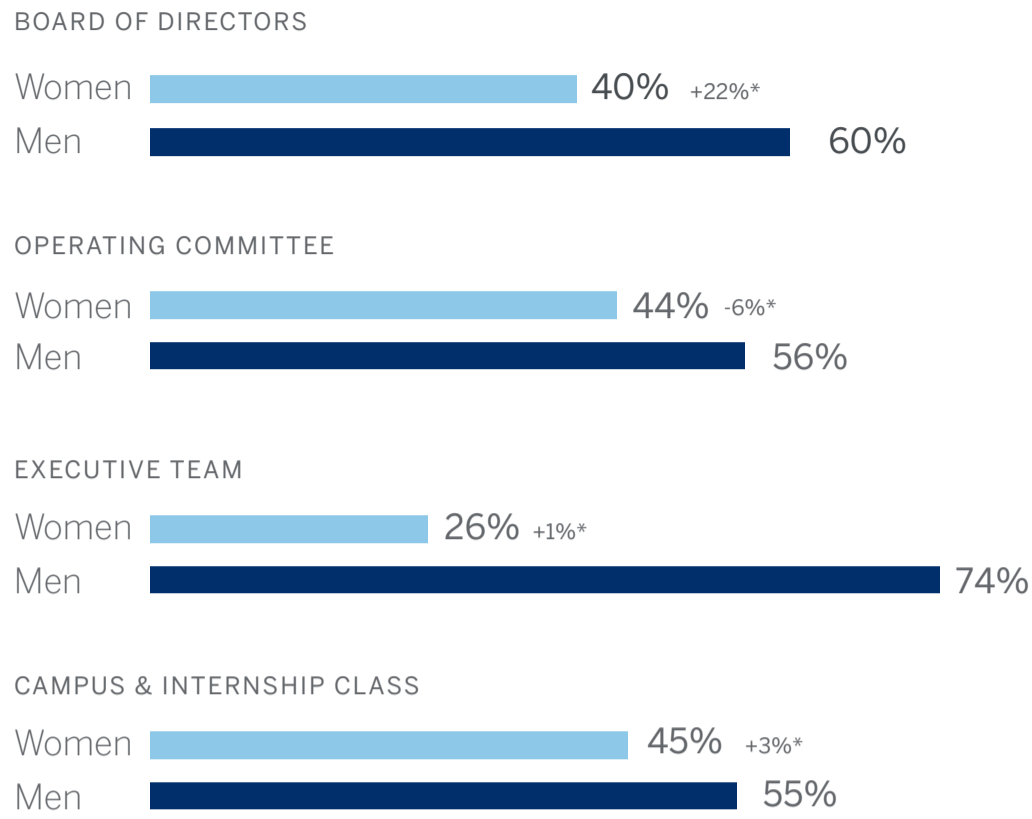
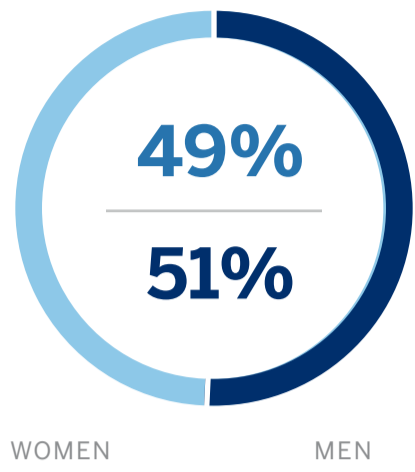


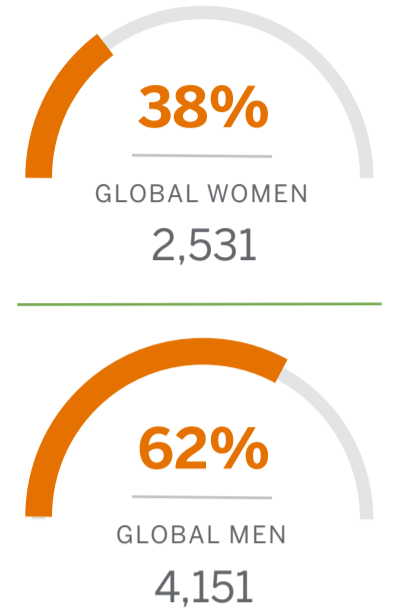
# 2020 Workforce Composition Disclosure

## Global Overview



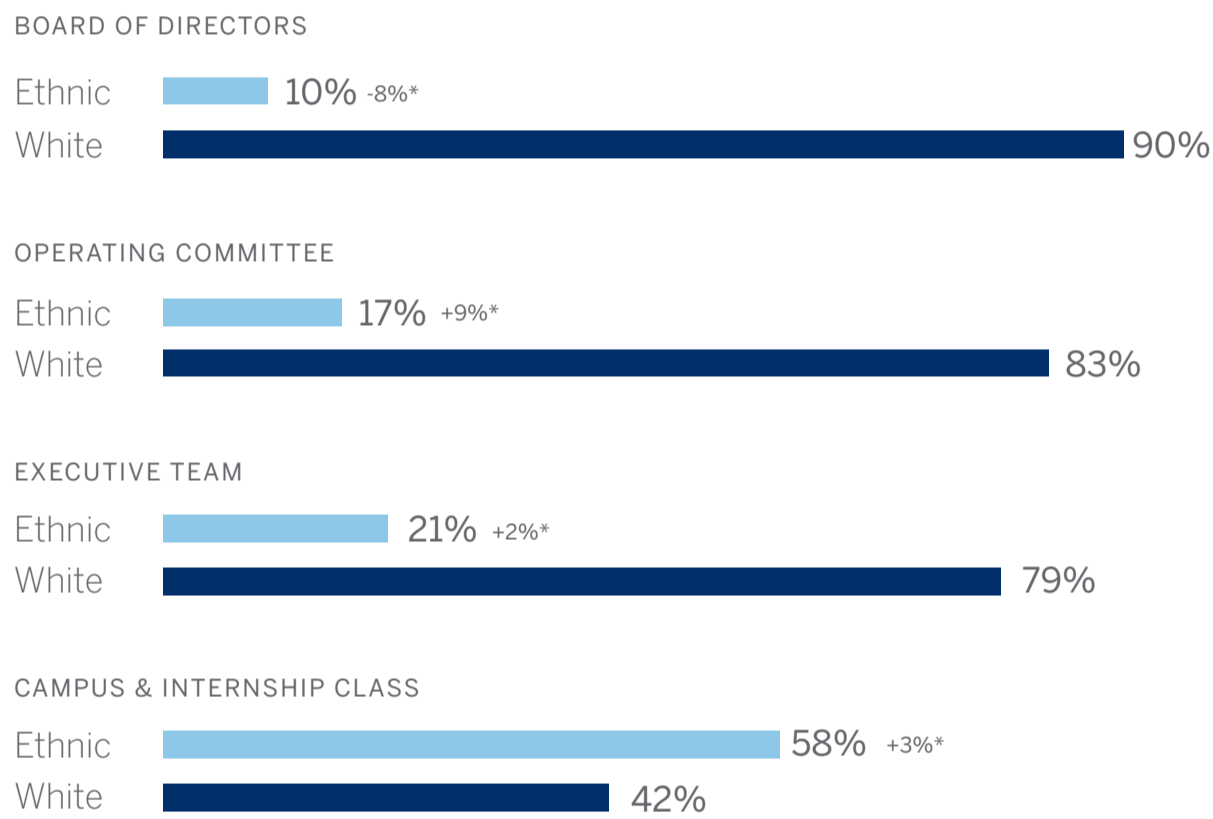
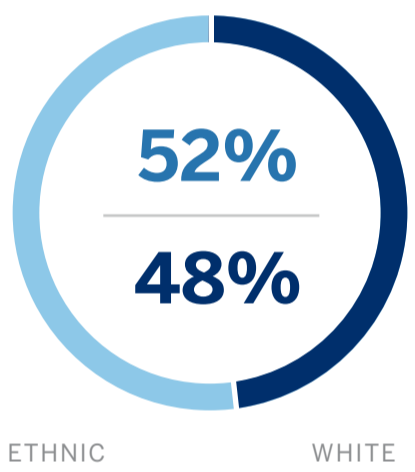
\*YoY change from 2019-2020

## Global Promotions Overview<sup>†</sup>



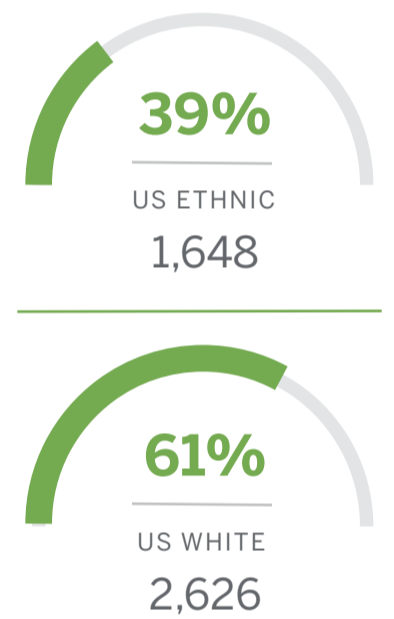
† Vice president and above

## U.S. Overview



\*YoY change from 2019-2020 Ethnic: Asian, Black, Hispanic, Other Ethnicity

## U.S. Promotions Overview<sup>†</sup>



† Vice president and above

## U.S. EEOC (Equal Employment Opportunity Commission) Deep-Dive

	TOTAL WORKFORCE			TOTAL EXEC./SR. LVL			MID-LVL MANAGERS			PROFESSIONALS			ALL OTHER		
	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
<b>EEO</b>	<b>156,026</b>	<b>161,810</b>	<b>165,206</b>	<b>2,934</b>	<b>2,982</b>	<b>3,010</b>	<b>35,978</b>	<b>36,322</b>	<b>36,017</b>	<b>44,073</b>	<b>44,878</b>	<b>45,879</b>	<b>73,041</b>	<b>77,628</b>	<b>80,300</b>
White	48%	49%	50%	79%	81%	82%	58%	59%	60%	52%	54%	55%	40%	40%	41%
Ethnic	52%	51%	50%	21%	19%	18%	42%	41%	40%	48%	46%	45%	60%	60%	59%
Asian	16%	16%	15%	10%	9%	8%	22%	21%	20%	23%	22%	22%	9%	9%	9%
Black	13%	13%	13%	5%	4%	4%	8%	8%	8%	12%	11%	11%	17%	17%	17%
Hispanic	20%	20%	20%	5%	5%	5%	10%	10%	10%	11%	11%	10%	31%	31%	30%
Other	3%	2%	2%	1%	1%	1%	2%	2%	2%	2%	2%	2%	3%	3%	3%
Women	53%	53%	53%	28%	27%	26%	43%	42%	42%	46%	45%	45%	63%	63%	64%
Men	47%	47%	47%	72%	73%	74%	57%	58%	58%	54%	55%	55%	37%	37%	36%
LGBT+	3%	3%	3%	2%	2%	2%	3%	3%	3%	3%	3%	3%	3%	2%	3%
People with disabilities	4%	4%	4%	2%	2%	2%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Military	3%	3%	3%	2%	2%	2%	3%	3%	3%	4%	4%	4%	2%	2%	3%

All information about Gender globally and Ethnicity in the U.S. is reported as a percentage of only those employees who self-identify in these categories. LGBTQ+, PWD and Veteran status – as well as Ethnicity in the U.S. for the Executive Team – is reported based on those U.S. employees who self-identify in these categories as a percentage of the total U.S. population that self-identified for purposes of EEO-1 reporting. Ethnicity, LGBTQ+, PWD and Veteran Status data is as of December 31, 2020. Equal Employment Opportunity Commission (EEOC) data is as of October 15, 2020 – and since 2010, has been shared publicly.