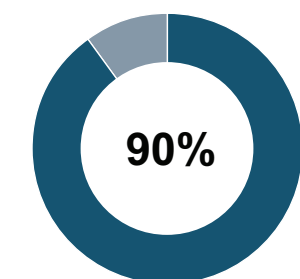


Board Diversity

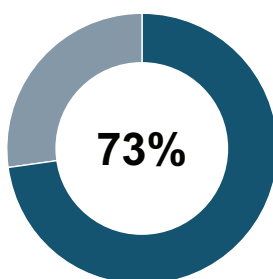
Total Numbers of Directors: 10

	Female	Male	Non-Binary	Did Not Disclose Gender
Gender Identity				
Directors	3	7	0	0
Demographic Background				
African American	0	0	0	0
Asian/Pacific Islander	0	1	0	0
White/Caucasian	3	5	0	0
Hispanic/Latino	0	1	0	0
Native American	0	0	0	0
LGBTQ+	1			
Did Not Disclose Demographic Background	0			

Shareholder Engagement



Percentage of our outstanding shares proactively approached



Percentage of our outstanding shares held by active, institutional investors with whom we met

"...the Board was incredibly responsive to shareholders"

Top 5 Institutional Investor

"We're thrilled to see your continued commitment to ESG practices and related disclosures"

Top 20 Institutional Investor

We believe that engaging with shareholders and other stakeholders is fundamental to the Company's success and our commitment to good governance. We seek to proactively listen to, understand and consider the opinions of our shareholders to stay aligned on priorities.

Our year-long engagement includes regular earnings calls, participation in investor conferences, one-on-one meetings and non-deal roadshows. Additionally, in 2023 the Company held an Investor Day event where we explained our new structure, technological capabilities, and our positioning in key markets; and we outlined 5-year targets and the pathway to achieve them.

In addition, each year we conduct a direct annual outreach to our shareholders dedicated to engaging in key corporate governance, executive compensation, and sustainability discussions. This is an annual outreach program, which began in 2012, takes place well before the annual meeting and involves senior management, investor relations, the head of our sustainability efforts, and our corporate governance and compliance lead. For this outreach program in 2023, we contacted shareholders that we believe held approximately 90% of our stock.

Our Lead Independent Director and our Chairman also participate in the outreach and in 2023 met with one of our largest shareholders. To supplement those efforts, we engage with proxy advisory firms that represent the interests of various shareholders.