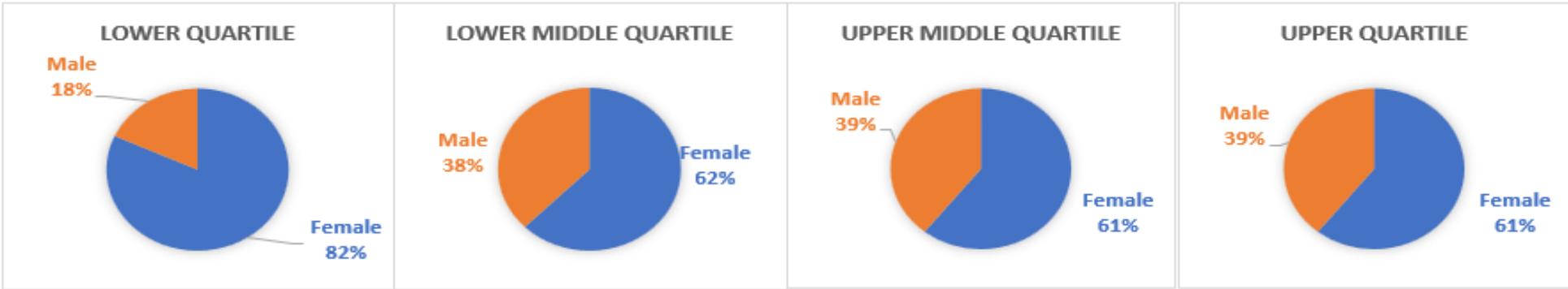


Calculation 1: percentage of men and women in each hourly pay quarter



Calculation 2: mean (average) gender pay gap for hourly pay

5.09%

Calculation 3: median gender pay gap for hourly pay

1.87%

Calculation 4: percentage of men and women receiving bonus pay

Male: 34.7% Female: 31.8%

Calculation 5: mean (average) gender pay gap for bonus pay

11.76%

Calculation 6: median gender pay gap for bonus pay

0.00%

