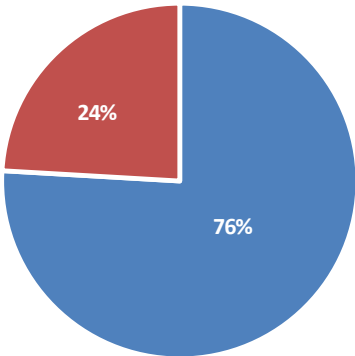


Pay Quartiles

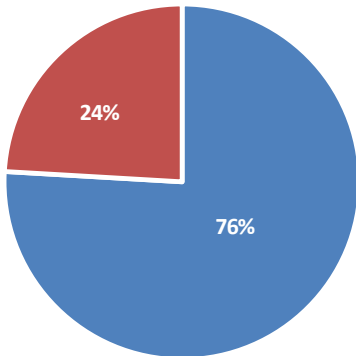
Lowest Quartile



■ Male ■ Female

(10.3)% pay gap

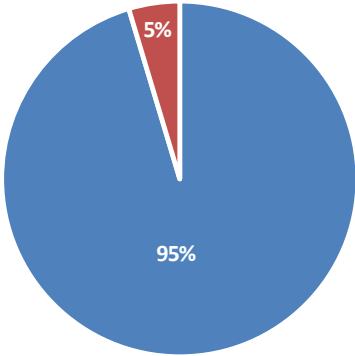
Quartile 2



■ Male ■ Female

(11.7)% pay gap

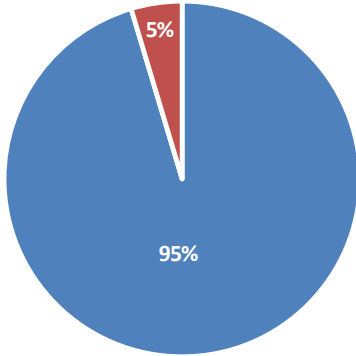
Quartile 3



■ Male ■ Female

3.6% pay gap

Quartile 4



■ Male ■ Female

24.0% pay gap