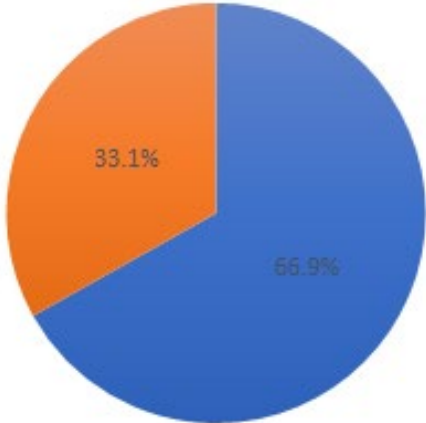


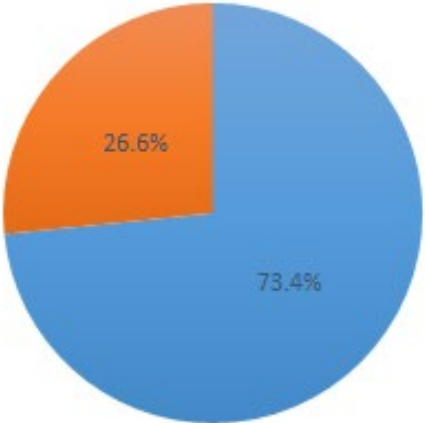
Lowest Quartile



■ Male ■ Female

(5.1)% pay gap

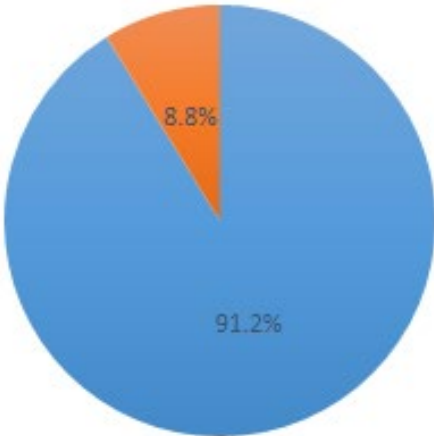
Quartile 2



■ Male ■ Female

(1.6)% pay gap

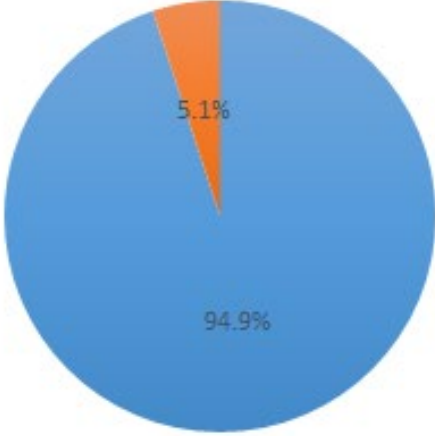
Quartile 3



■ Male ■ Female

2.2% pay gap

Quartile 4



■ Male ■ Female

10.9% pay gap