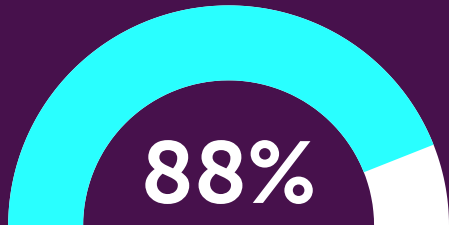


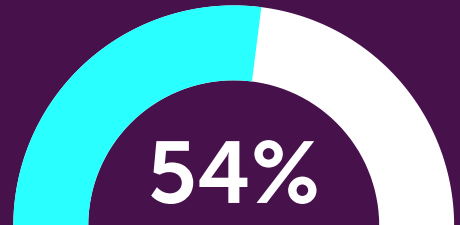
INCLUSION INDEX 2022

DATA FROM INDEX COMPANIES

VALUING ERG LEADERS



have career development for ERG leaders



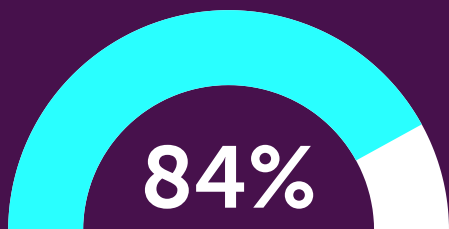
factor ERG leadership in succession planning

DEI STRUCTURE

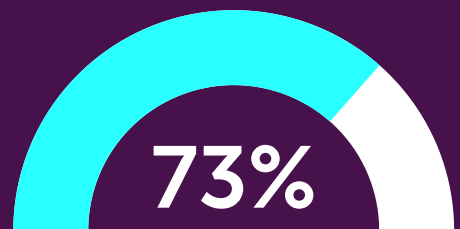


68%

increased the size of their DEI budgets

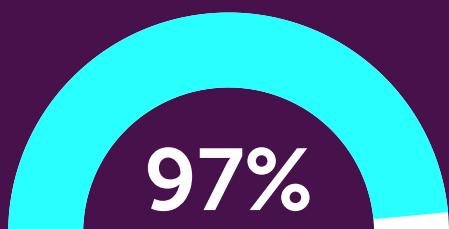


have corporate execs as head of DEI

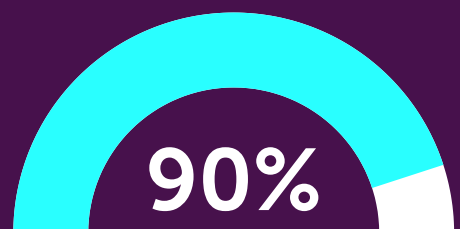


increased the size of their DEI team

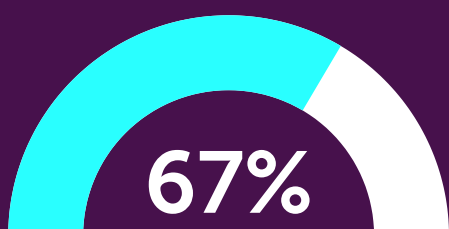
DEI INITIATIVES & ACCOUNTABILITY



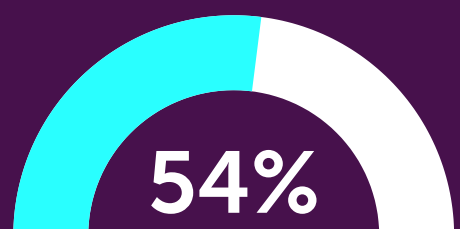
have formal supplier diversity



have DEI percentage goals



compensate for DEI results



have anti-racism training