



Questions about Human Capital Management Strategy, Targets, and Benchmarking

The Human Capital Management Coalition is requesting information on the Company's approach to, and disclosure of, human capital management. Our questions are listed below.

Please note that the bullets under the bolded question are included to provide further context to our information request.

1. What is the Company's human capital management strategy, and how does this human capital management strategy support the overall business strategy and future goals?

- What is the Board's role in overseeing the Company's human capital management strategy? What is the role of individual Board committees?
- What is senior executive management's role in executing the Company's human capital management strategy? Which executives are primarily responsible for execution of the strategy and what are their individual roles?
- How does the Company's current workforce structure and composition advance the Company's human capital management strategy?
- Does the Company foresee changes to its workforce structure and composition within the next 5 to 10 years, and if so, what are these changes and why?

2. Which quantitative and qualitative human capital-related metrics does the Company use to measure strategic success? Why were these metrics chosen?

- Has the Company identified metrics that are most indicative of performance, and if so, what are they and why?
- What human capital-related information, including quantitative and qualitative metrics, are shared with the board? Why is this information shared?

3. How does the Company analyze how these metrics relate to performance?

- How does the Company measure returns from human capital-related investments?

4. How does the Company apply learnings from human capital management performance analyses to benchmark progress and set future targets?

5. How does the Company communicate information about its human capital management strategy to shareholders? Please provide references or links to information.