



# Pay equity and pay gap

Following the conclusion of the 2023 assessment and validation process, globally, women at our company earn \$1.00 to every \$1.00 earned by men.

We also affirmed that people of color earn \$1.00 for every \$1.00 earned by white employees (U.S.).

The 2023 pay equity analysis results are based on action taken for the available employee population as of September 2023. Compensation data includes base, bonus and long-term incentives.

Women employees earn \$1.00 for every \$1.00 men employees earn, globally\*

Additionally, as of September 2023, the median pay for women employees globally is 96.4 percent of the median for men employees, and in the U.S., the median pay for people of color is 94.3 percent of the median for white employees.

People of color earn \$1.00 for every \$1.00 white employees earn, in the U.S.\*



96.4%

Median pay for women compared to men\*



94.3%

Median pay for people of color compared to white employees\*