

Key Human Capital Performance Indicators

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Metric	2020	2021	2022	2023	2024
Percent of total employee population by self-identified male / female gender	57% male 43% female	57% male 43% female	58% male 42% female	53% male 47% female	57% male 43% female
Percent of total employee population self-identified by race	51% Caucasian/White 43% Asian Descent 6% Other Persons of Color*	53% Caucasian/White 42% Asian Descent 5% Other Persons of Color*	55.85% Caucasian/White 38.65% Asian Descent 5.50% Other Persons of Color*	59% Caucasian/White 37% Asian Descent 4% Other Persons of Color*	59% Caucasian/White 37% Asian Descent 4% Other Persons of Color*
Percent by self-identified male / female gender, holding Senior level positions	80% male 20% female	71% male 29% female	86% male 14% female	86% male 14% female	86% male 14% female
Percent by self-identified male / female gender holding positions of Associate Director level to Vice President	47% male 53% female	52% male 48% female	47.5% male 52.5% female	47% male 53% female	52% male 48% female
Percent of minorities holding Senior Leadership level positions	20% Asian Descent 0% Other Persons of Color*	29% Asian Descent 0% Other Persons of Color*	29% Asian Descent 0% Other Persons of Color*	29% Asian Descent 0% Other Persons of Color*	29% Asian Descent 0% Other Persons of Color*
Percent of minorities holding positions of Associate Director level to Vice President	28% Asian Descent 7% Other Persons of Color*	27% Asian Descent 10% Other Persons of Color*	20% Asian Descent 10% Other Persons of Color*	28% Asian Descent 7% Other Persons of Color*	19% Asian Descent 5% Other Persons of Color*
Metric	2020	2021	2022	2023	2024
Employee Voluntary Turnover Rate	18%	16%	17%	8%	12%

*Other persons of color: Hispanic or Latinx, Black or African American, Two or More Races.

