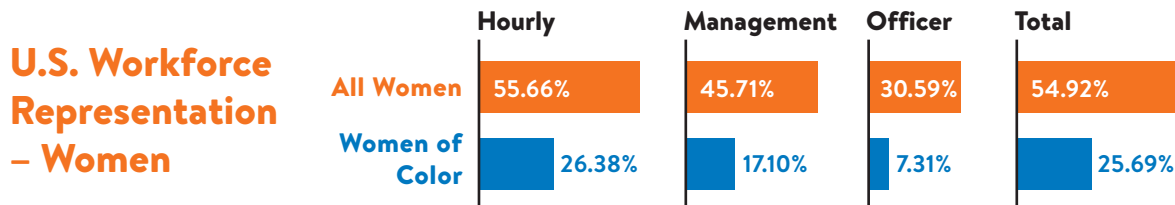
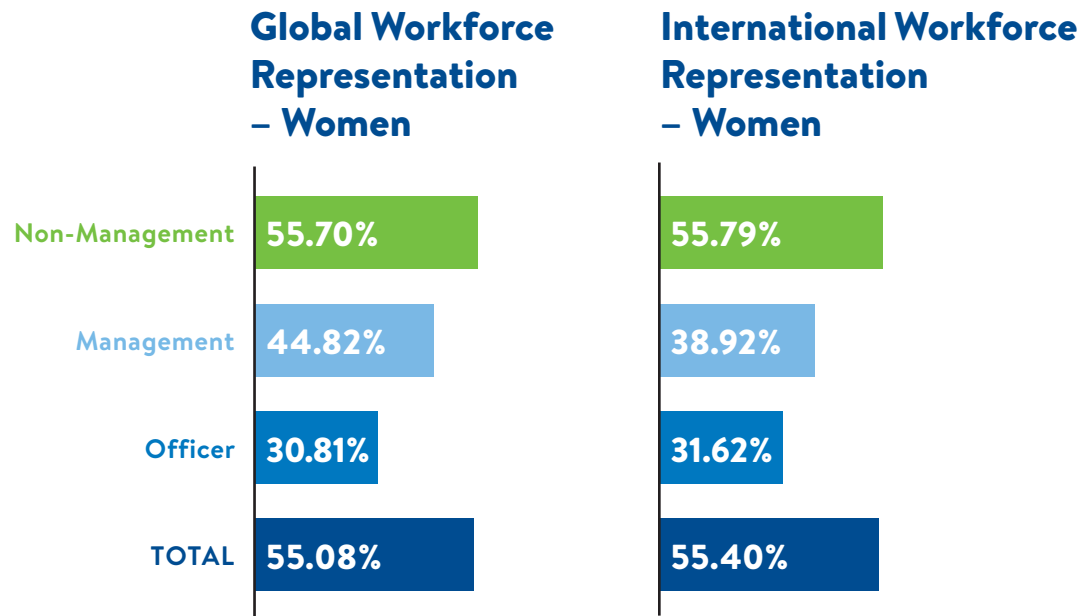


Diversity & Inclusion

BY THE NUMBERS

Data as of June 30, 2020 for International markets and composites and as of July 31, 2020 for the United States. Global data is the combination of International and U.S. data from these respective reporting periods.



Total Associate Count by Market	
Global†	2,146,808
United States	1,446,542
International	700,266
Africa*	45,670
Argentina	9,202
Canada	98,951
Central America**	37,595
Chile	45,661
China	93,193
India†	5,007
Japan	35,650
Mexico	191,613
United Kingdom	137,724

Total Workforce Representation by International Market – Women	
Africa*	48.58%
Argentina	44.54%
Canada	54.29%
Central America**	42.85%
Chile	57.05%
China	65.55%
India†	19.05%
Japan	64.03%
Mexico	54.92%
United Kingdom	54.97%