

SOCIAL METRICS

Employee Data	2019	2020	2021	2022	2023	2024	2025
Employee Count	4,110	3,742	3,646	3,671	3,619	3,636	3,570
Safety TRIR ¹	1.0	0.7	1.0	0.7	0.9	1.0	0.9
Safety LTIR ²	N/A	N/A	N/A	N/A	0.4	0.8	0.8
Average Hours of Training per Employee ³	N/A	N/A	1.9	2.3	3.4	3.6	15.4
Gender Pay Equity ⁴	N/A	N/A	N/A	95%	94%	99%	99%
Turnover %	N/A	N/A	N/A	21%	15%	12%	12%
Voluntary Turnover %	N/A	N/A	N/A	N/A	N/A	N/A	9%
Involuntary Turnover %	N/A	N/A	N/A	N/A	N/A	N/A	3%

2025 Gender Breakdown	% Male	% Female	% Undeclared
Total Employees	59%	41%	0%
VP & Above	67%	33%	0%
Manager & Above	62%	38%	0%
Non-Management	59%	41%	0%
Board of Directors (as of June 2026)	70%	30%	0%

2025 U.S. Ethnicity Breakdown ⁵	% White, Non-Hispanic	% Black or African American	% Hispanic or Latino	% Asian	% Native Hawaiian or Other Pacific Islander	% American Indian or Alaska Native	% Other
Total	46%	49%	2%	1%	0%	0%	2%
Manager & Above	83%	13%	1%	1%	0%	0%	2%
Non-Management	39%	56%	2%	1%	0%	0%	2%

¹ Total Reportable Injury Rate (TRIR) = (Total Reportable Injuries (TRI) * 200,000) / Total Hours Worked

² Lost Time Injury Rate (LTIR) = (Total Lost Time Injuries (LTI) * 200,000) / Total Hours Worked

³ 2025 Average hours of training per employee are not comparable to prior years because training hours now include job-related training

⁴ Average compensation of females to males

⁵ Manager & Above represents Executives, Senior Officials & Managers, and First/Mid Officials and Managers, aligned with EEO classifications

N/A = Not Applicable