

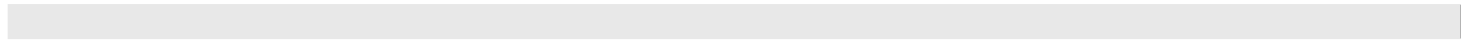





Section 1				

Section 2				

Section 3				



Section 4			



Section 5		



Workforce diversity and engagement		
Accounting metric	Code	Disclosure
Percentage of gender and racial/ethnic group representation for  (1) Executive management  (2) All other employees	SV-PS-330a.1	Executive management – male   female: 54%   46% All employees – male   female: 53%   47%
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Workforce diversity and engagement		
Accounting metric	Code	Disclosure

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