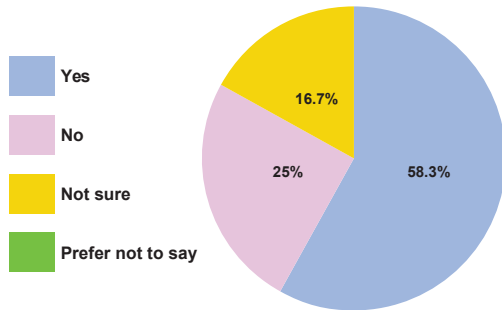


# SO-IL

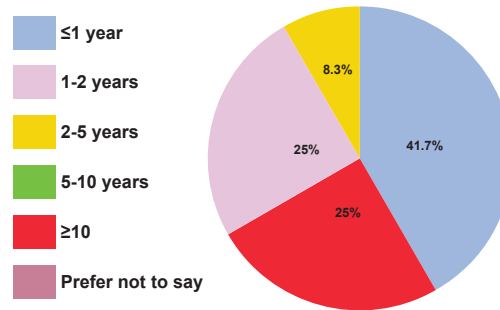
## Diversity, Equity & Inclusion Report

May 2021

### DIVERSITY • Minority Identification



### EQUITY • Workforce Retention



### DIVERSITY • Gender Identification

58.3% of respondents identify as female.

41.7% of respondents identify as male.

8 languages spoken

- |             |              |
|-------------|--------------|
| Dutch (1)   | German (2)   |
| French (1)  | Japanese (3) |
| Korean (1)  | Mandarin (3) |
| Russian (1) | English (12) |

58.3% responded that English is not their first language.

### EQUITY • Workforce Retention by Gender

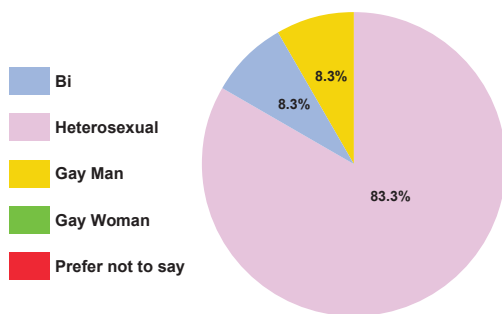
Of the employees that were hired by SO – IL within the last year, 40% are male and 60% are female.

Of the employees that have worked at SO – IL for one to two years, 33.3% are male and 66.8% are female.

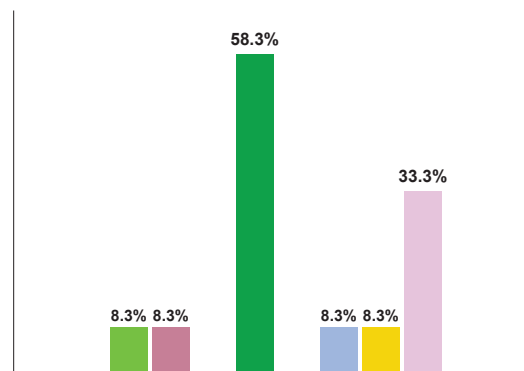
The only employee that has worked at SO – IL for two to five years is female.

Of the employees that have worked at SO – IL for ten years or more, 66.7% are male and 33.3% are female.

### DIVERSITY • LGBTQ+ Identification



### DIVERSITY • Race and Ethnicity Identification



- |                                |                   |
|--------------------------------|-------------------|
| African-American/Black         | White             |
| East Asian                     | Pacific Islander  |
| Hispanic/Latinx                | South Asian       |
| Middle Eastern                 | Southeast Asian   |
| American Indian/Alaskan Native | Prefer not to say |