

Vice President & CHRO

Executive Assistant

Assistant Vice President
HR, Talent

Executive Assistant

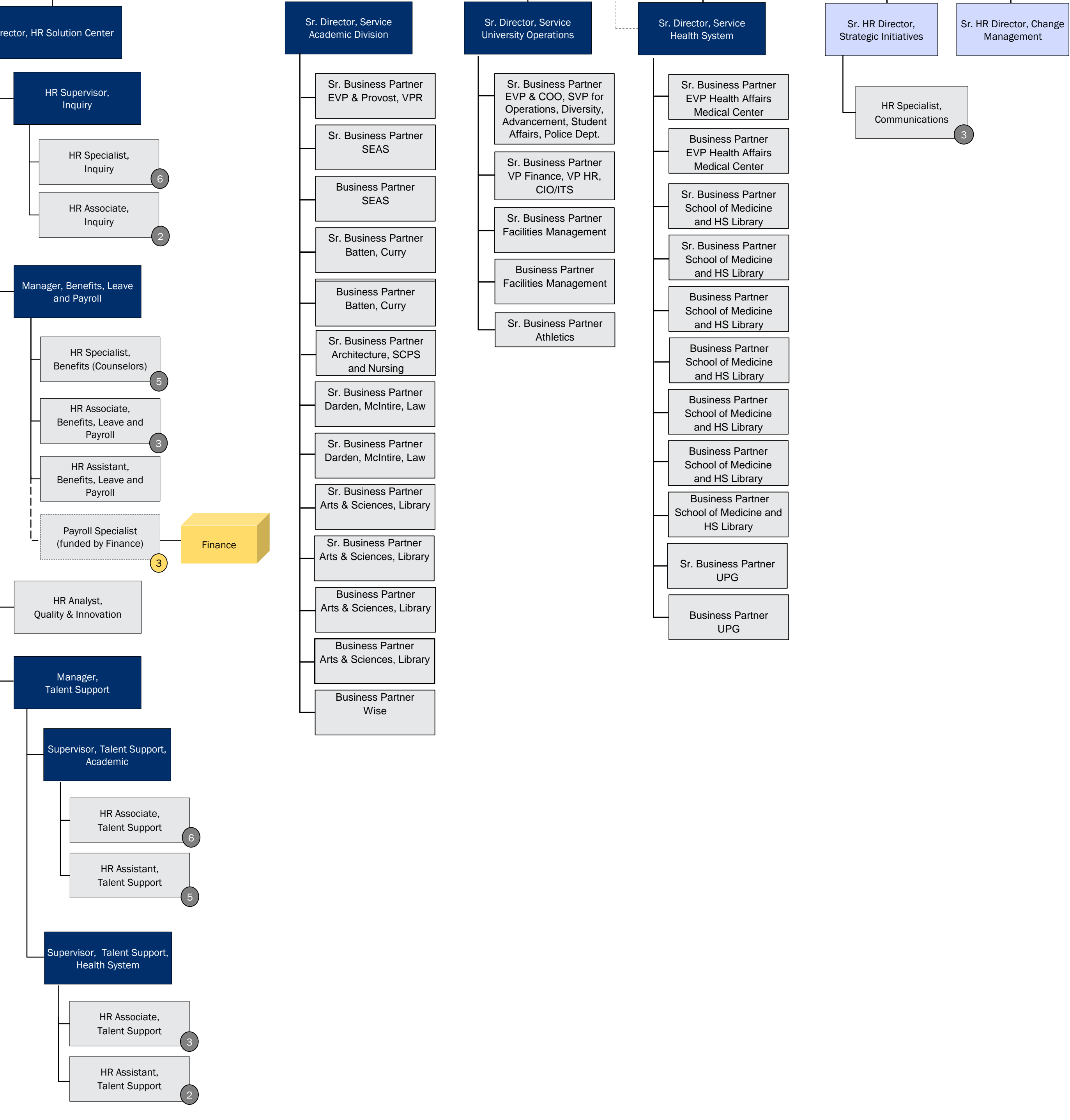
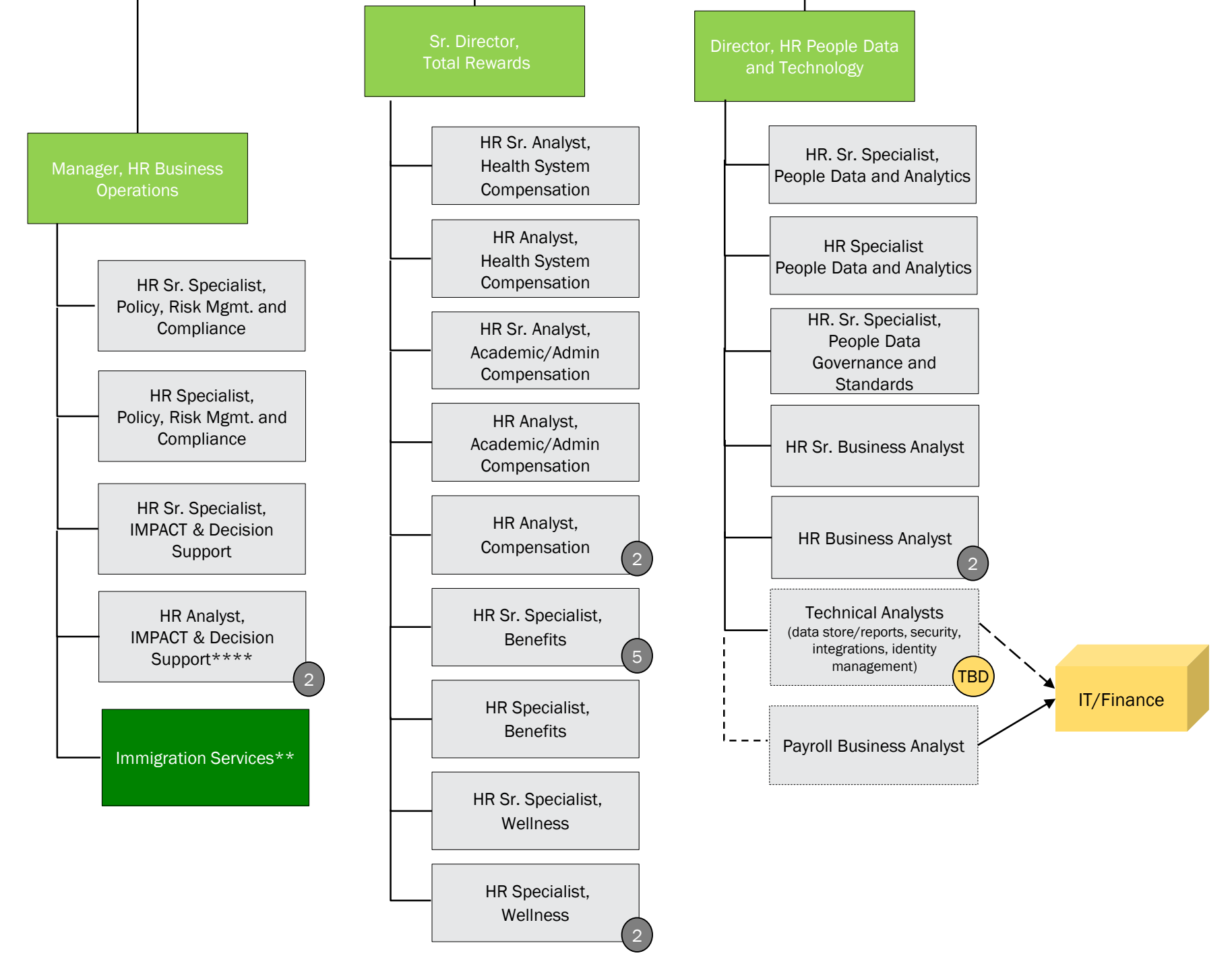
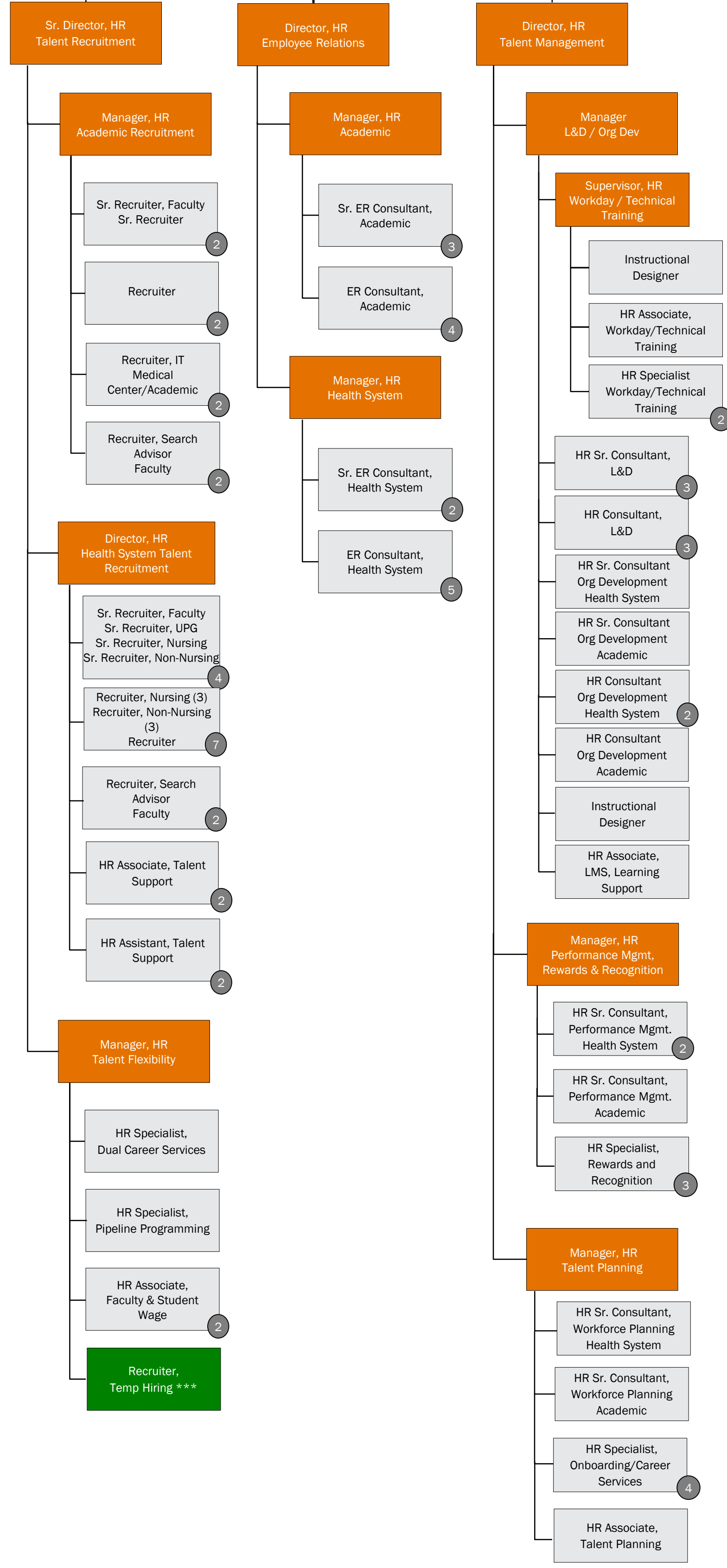
Assistant Vice President
HR, IMPACT and Decision Support

Executive Assistant

Assistant Vice President
HR, Service

Executive Assistant

Executive Recruitment*



Talent Community of Expertise

*This assumes 3 cost neutral ESG positions
 **This assumes 2 cost neutral immigration positions
 ***This assumes 4 cost neutral positions
 **** Can be deployed across IMPACT