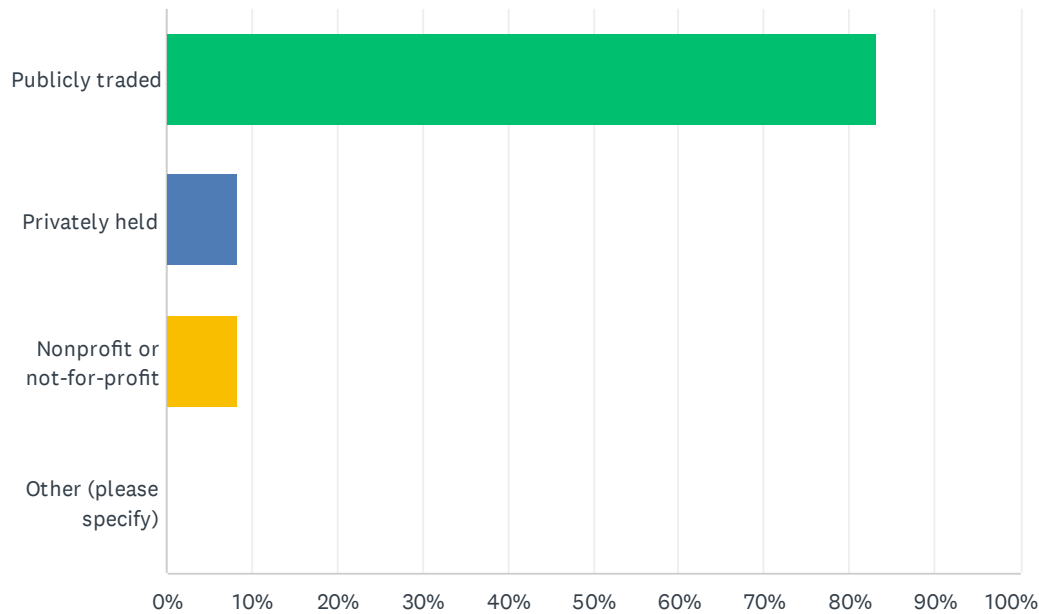


Q1 What is your company type?

Answered: 95    Skipped: 0

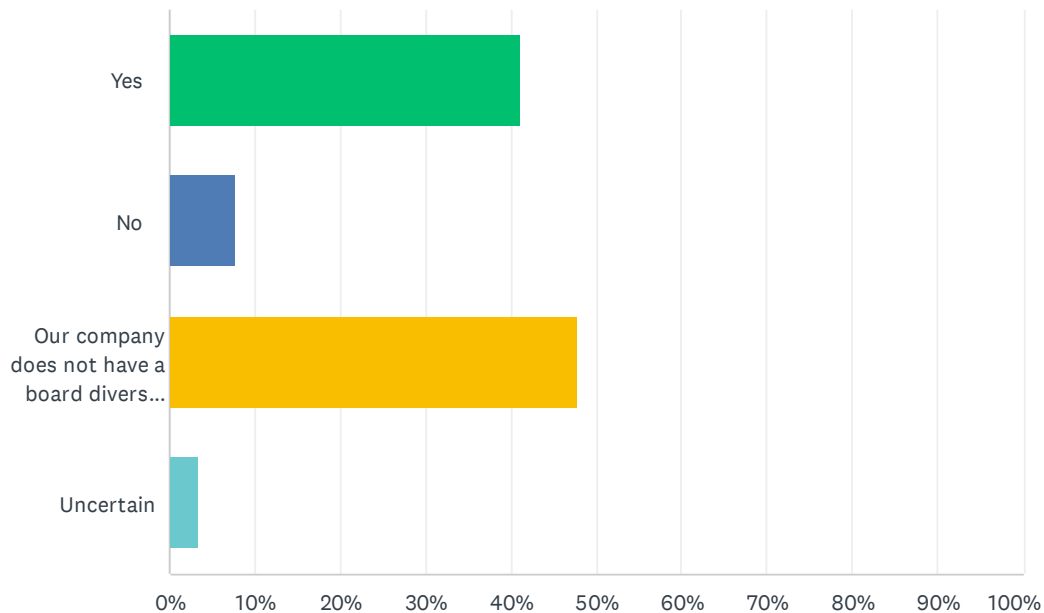


ANSWER CHOICES		RESPONSES	
Publicly traded		83.16%	79
Privately held		8.42%	8
Nonprofit or not-for-profit		8.42%	8
Other (please specify)		0.00%	0
TOTAL			95

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q2 Does your board diversity policy include (or did it include prior to President Trump's executive order on DEI) demographic diversity criteria such as gender, ethnicity, race, sexual orientation, and/or disability?

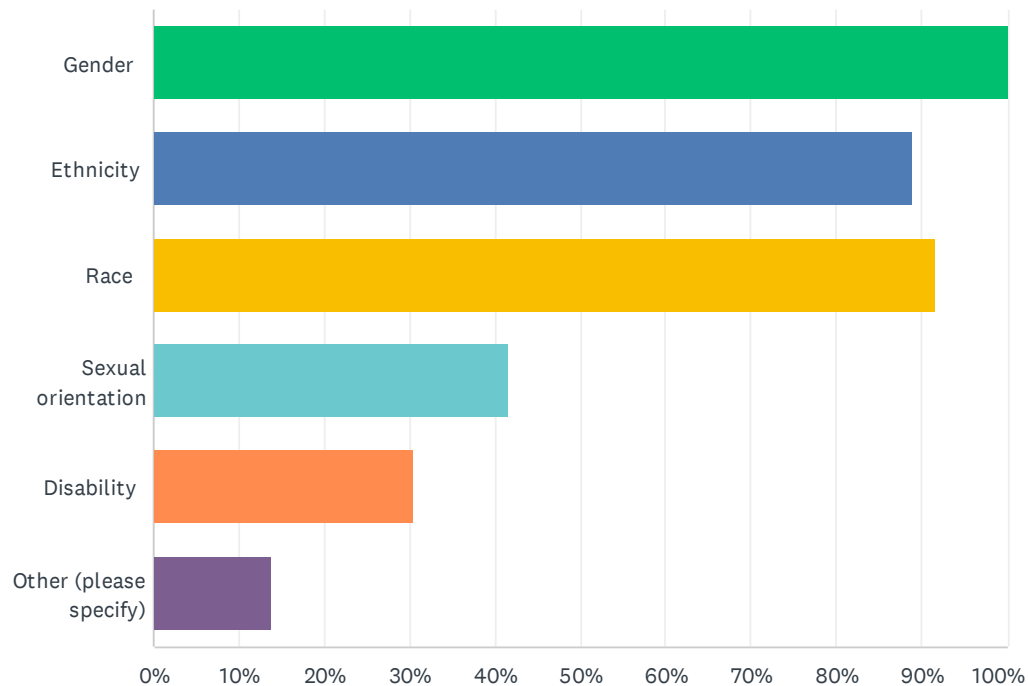
Answered: 90 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	41.11%	37
No	7.78%	7
Our company does not have a board diversity policy	47.78%	43
Uncertain	3.33%	3
TOTAL		90

## Q3 Which demographic diversity criteria are (or were prior to President Trump's executive order on DEI) included in your board diversity policy? Select all that apply.

Answered: 36 Skipped: 59

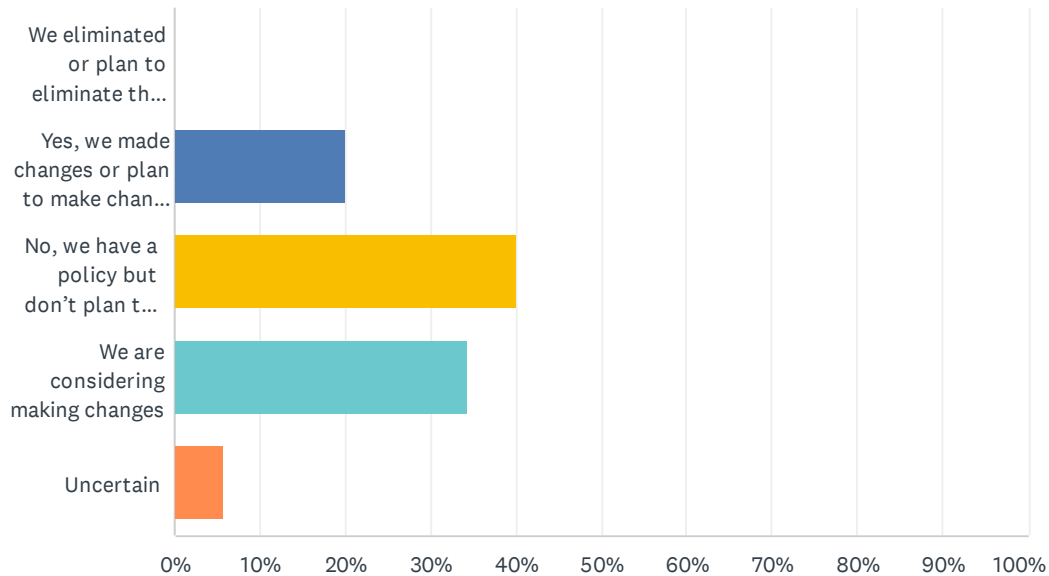


ANSWER CHOICES	RESPONSES	
Gender	100.00%	36
Ethnicity	88.89%	32
Race	91.67%	33
Sexual orientation	41.67%	15
Disability	30.56%	11
Other (please specify)	13.89%	5
Total Respondents: 36		

#	OTHER (PLEASE SPECIFY)	DATE
1	professional experience, background, skills, age,	3/7/2025 12:02 PM
2	Military service	2/21/2025 4:18 PM
3	Veteran Status	2/14/2025 5:17 PM
4	age, education, cultural background, professional experiences	2/14/2025 12:02 PM
5	Veteran status	2/14/2025 11:14 AM

## Q4 Does your board or company plan to make or has it made any changes to your board diversity policy as a result of President Trump's executive order on DEI?

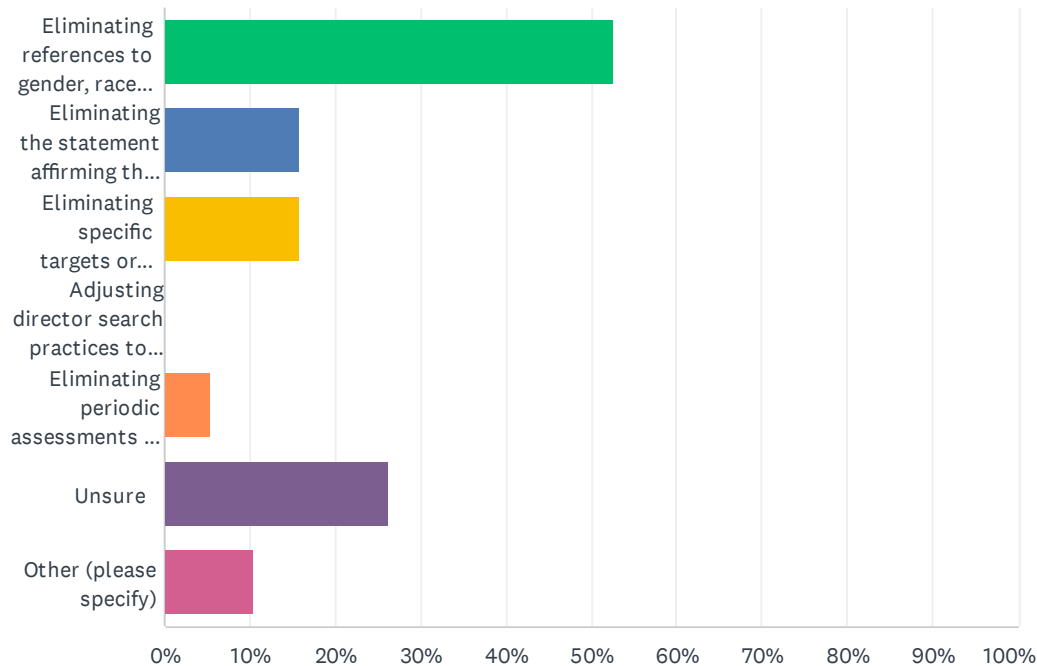
Answered: 35 Skipped: 60



ANSWER CHOICES	RESPONSES	
We eliminated or plan to eliminate the policy	0.00%	0
Yes, we made changes or plan to make changes to the policy	20.00%	7
No, we have a policy but don't plan to make changes to it	40.00%	14
We are considering making changes	34.29%	12
Uncertain	5.71%	2
TOTAL		35

## Q5 What changes has your board or company made or is your board or company planning or considering regarding its board diversity policy in response to President Trump's executive order on DEI? Select all that apply.

Answered: 19 Skipped: 76

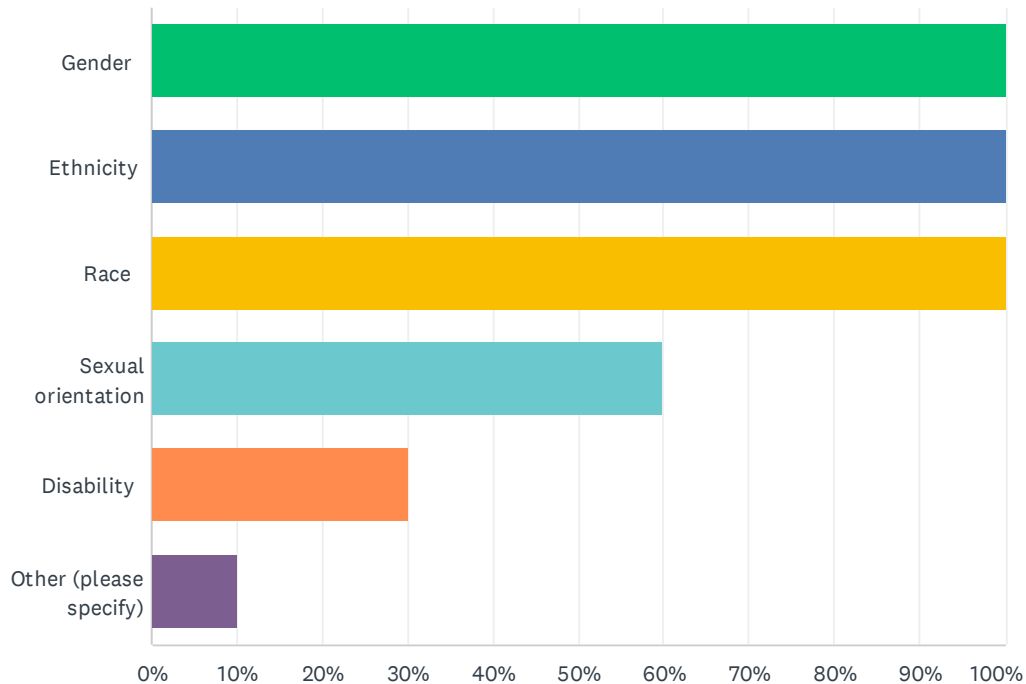


ANSWER CHOICES	RESPONSES	
Eliminating references to gender, race, ethnicity, and/or other demographic diversity characteristics (to the extent applicable)	52.63%	10
Eliminating the statement affirming the company's commitment to promoting diversity within the boardroom and acknowledging its importance	15.79%	3
Eliminating specific targets or goals for board diversity	15.79%	3
Adjusting director search practices to eliminate demographic diversity as a consideration	0.00%	0
Eliminating periodic assessments of board diversity as part of the annual evaluation process	5.26%	1
Unsure	26.32%	5
Other (please specify)	10.53%	2
Total Respondents: 19		

#	OTHER (PLEASE SPECIFY)	DATE
1	Probably all of the above, but still evaluating	2/21/2025 4:19 PM
2	potentially rewording to maintain the concept of a diverse board without triggering words	2/14/2025 12:04 PM

## Q6 Which of the following references is your board or company planning to remove or considering removing from your board diversity policy. Select all that apply.

Answered: 10 Skipped: 85

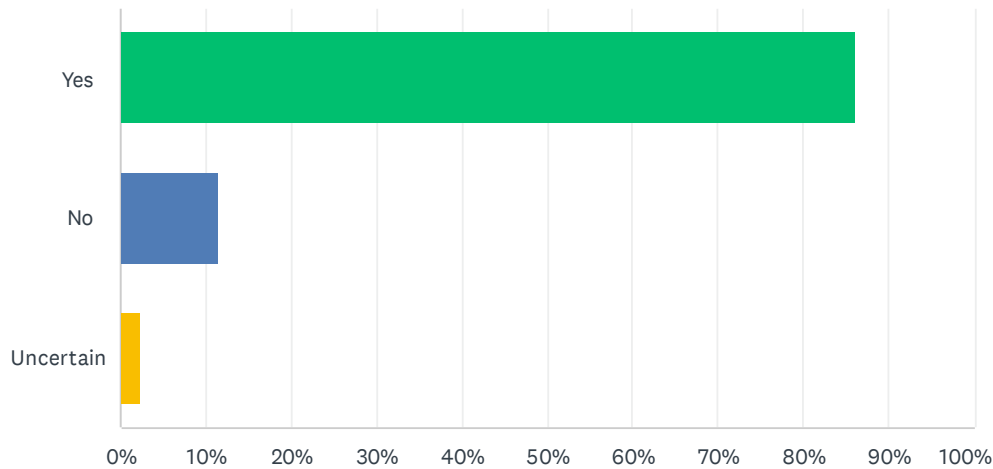


ANSWER CHOICES	RESPONSES	
Gender	100.00%	10
Ethnicity	100.00%	10
Race	100.00%	10
Sexual orientation	60.00%	6
Disability	30.00%	3
Other (please specify)	10.00%	1
Total Respondents: 10		

#	OTHER (PLEASE SPECIFY)	DATE
1	Diversity in general	2/14/2025 11:42 AM

Q7 Does your company currently disclose demographic diversity information about its directors, either in the aggregate or individually?

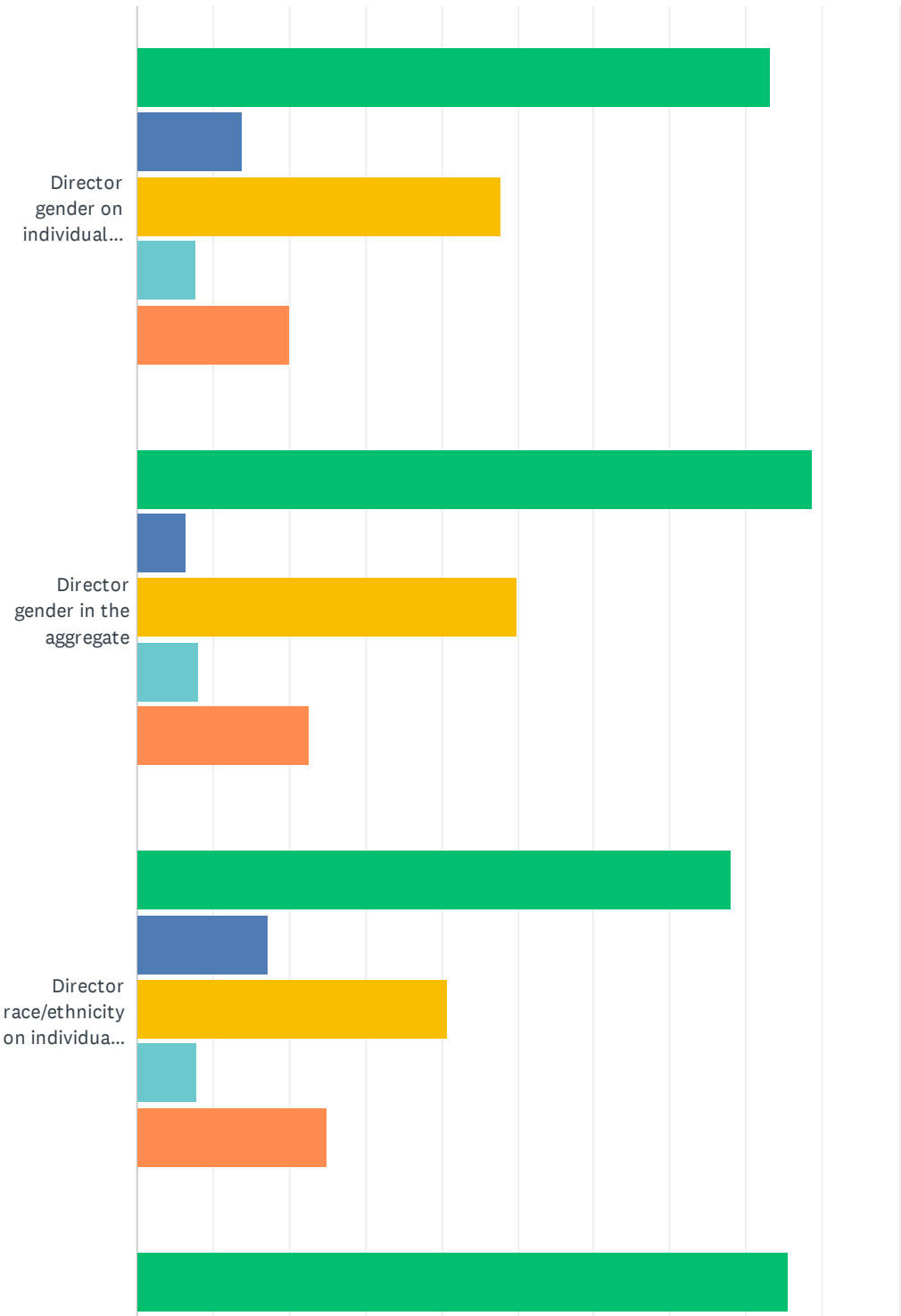
Answered: 87    Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		86.21%	75
No		11.49%	10
Uncertain		2.30%	2
TOTAL			87

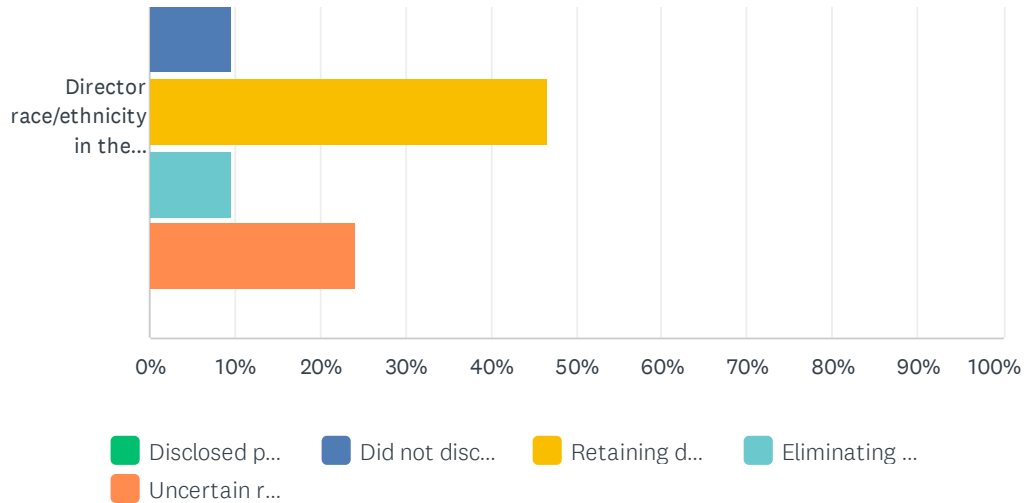
Q8 Please specify the information your company has historically disclosed (prior to the issuance of the executive order (“EO”)) regarding director gender and race/ethnicity and indicate whether your company intends to retain or eliminate (or has already eliminated) such disclosures as a result of President Trump’s executive order on DEI. Select all that apply.

Answered: 73    Skipped: 22





## Quick Survey: Adjustment of Board Diversity Policies, Practices & Disclosure in Response to DEI-Focused Executive Order



	DISCLOSED PRE-EO	DID NOT DISCLOSE PRE-EO	RETAINING DISCLOSURE POST-EO	ELIMINATING DISCLOSURE POST-EO	UNCERTAIN REGARDING POST-EO DISCLOSURE	TOTAL RESPONDENTS
Director gender on individual basis	83.08% 54	13.85% 9	47.69% 31	7.69% 5	20.00% 13	65
Director gender in the aggregate	88.71% 55	6.45% 4	50.00% 31	8.06% 5	22.58% 14	62
Director race/ethnicity on individual basis	78.13% 50	17.19% 11	40.63% 26	7.81% 5	25.00% 16	64
Director race/ethnicity in the aggregate	85.48% 53	9.68% 6	46.77% 29	9.68% 6	24.19% 15	62

#	OTHER (PLEASE SPECIFY)	DATE
1	This is a hard question to answer. We are a Nasdaq company and for two years complied with the Nasdaq diversity disclosure listing standard, which has now been enjoined. So what we did before is seemingly irrelevant because we were complying with an apparently unconstitutional listing standard.	2/17/2025 6:24 PM
2	We include photographs of the directors, so I think individual gender and race/ethnicity could be determined.	2/14/2025 11:46 AM