



Smart choices for
everyday healthcare®

Karo Diversity, Equity & Inclusion Policy

1. General intro - Karo's DEI Vision

Our DEI vision is to create and maintain an environment where all individuals are valued and respected, cultivating a dynamic workplace where collective intelligence, diverse backgrounds and a variety of experiences come together to advance Karo's purpose. Delivering on our DEI vision will contribute to our teams becoming more productive; lead to more innovative problem-solving and foster better decision making. We welcome individuals who share our values regardless of gender, sexual orientation, ethnicity, religion, disability or age, creating a vibrant and inclusive community at Karo.

We want to foster an inclusive workplace and an environment enriched by varied perspectives, backgrounds and experiences, where every team member is valued, respected and empowered. Our strong belief in the power of a diverse team extends to providing equal opportunities for all individuals. While we are known for our human approach to business and work, we are also very ambitious and part of a fast-paced culture where frequent change is the norm. Continuous improvement thinking is in our DNA – as it must be for future employees.

2. Principles & Goals

We continuously improve Karo as a workplace and a specific focus is to advance our diversity, equity and inclusion initiatives.

In our Scaled Entrepreneurship way of working, we also promote empowerment and diverse perspectives. In this model, we have placed cross-functional 'squad teams' in the driving seat, leading self-empowered teams that work with a specific brand or category and include people from various parts of the company.

Thanks to our setup, we're making significant strides in embracing cognitive and experiential diversity.

Goal 1: Ensure that all management levels are gender balanced (at least 40%-60 % of each Legal gender measured for Board, CMT, Senior Managers)

Goal 2: Maintain and foster an inclusive culture where everyone is treated fairly and equally, by making sure all employees feel they can bring their true self to work

Goal 3: Maintain and foster a diverse organisation that reflects and represents the communities we operate in.

To monitor and reach our DEI goals, we measure employee feedback on Diversity, Equity & Inclusion minimum two times per year as part of our global Employee

Experience Survey. We are proud of our high scores in the DEI area but we also set high ambitions. That is why our ultimate goal is to reach and maintain 5/5 as company wide rating in the following DEI related statements:

- I feel I can bring my true self to Karo
 - My colleagues accept me for who I am
 - There is no bullying or discrimination in the workplace
- Diversity, Equity & Inclusion (DEI) is a priority for Karo

3. DEI in Karo's Organizational Processes

Inclusive workplace

We emphasise the importance of inclusivity through our educational onboarding materials as well as covering unconscious bias, inclusive language and the “mindset of open dialogue” (to be launched beginning of 2025) as well as our other regular workshops and trainings for our teams.

Equal opportunities

We ensure fair access through our transparent promotion and career advancement processes and we highlight and celebrate successes of professional growth across our teams.

Diverse workforce

We actively use our talent acquisition process to promote diversity, such as creating inclusive job descriptions and using inclusivity focused screening methods to create a diverse evaluation environment.

No to discrimination

At Karo, we have zero tolerance stance to bullying and harassment. If you observe or experience any misconduct within the company, you should immediately inform your direct manager, another people leader or HR. Additionally, all employees can use Karo Whistleblower tool to report any concerns confidentially.

4. Reporting Mechanism

See Whistleblower policy

5. Recruitment

See DEI TA Policy

6. External Engagement

In line with our commitment to improving the health and wellbeing of people and societies, Karo proudly collaborates with various communities and organisations either on a corporate level or via our product brands. Several of our initiatives are specifically geared towards supporting and making a difference for people struggling with stigmas,

those misrepresented by society, or individuals who face societal barriers, ensuring equal opportunities and that everyone has the opportunity to live healthy and thrive.

For us, everyday health is for everyone and we will continue helping people live their lives to the fullest with the help of our products and beyond.

7. Accountability

This policy is designed to be regularly reviewed and updated to ensure it continues to meet the needs of Karo Healthcare and its employees. For any questions or further details, please contact your HR Business Partner or Head of People & Organisation.

As part of each employees onboarding when joining Karo, all have to review & understand the following People & Organisation related policies:

- Personnel & Training
- Diversity, Equity & Inclusion Policy
- Occupational Health & Safety Policy
- Whistleblower Policy
- Human Rights Policy
- Code of Conduct

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