



Diversity, Equity, Inclusion & Belonging

Q4 2022 REPORT



DEIB at Caribou

Driven by our core values **See People as People** and **Take Care of Each Other**, we honor our Caribou Crew members for their unique backgrounds and experiences. Every year, we work to expand our focus on Diversity, Equity, Inclusion, and Belonging through improved hiring practices, workplace inclusion trainings and educational events. A few of our proud efforts this year are:



Expanded self-ID categories for employees & potential candidates



Launched 4 Employee Resource Groups

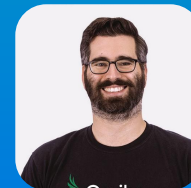
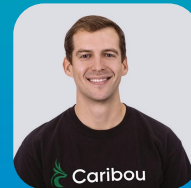
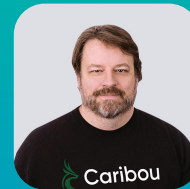


Strengthened our fair employment practices



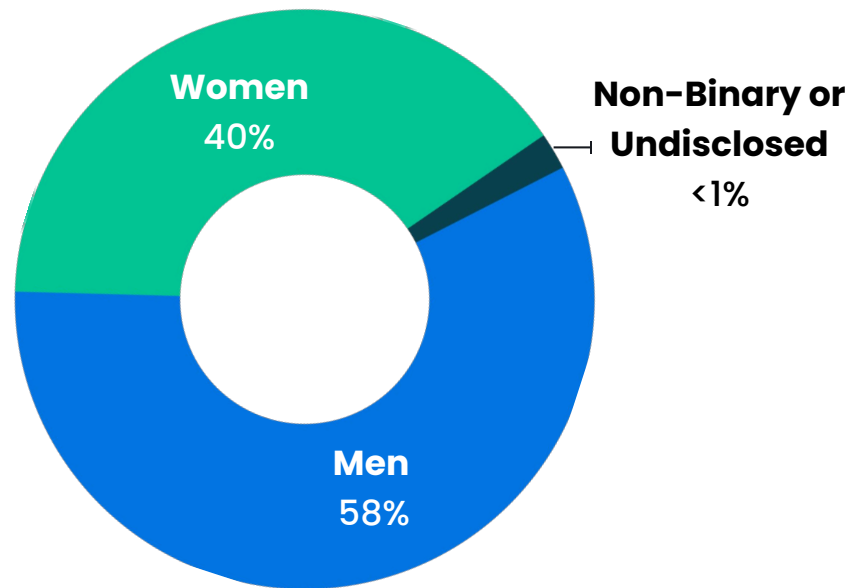
Held company-wide trainings:

- *Unconscious Bias*
- *Preventing Harassment & Discrimination*



Gender Diversity

The overall gender identity distribution shows 40% of employees identify as women. However, those distributions vary significantly based on area of the business and level of leadership.



*Data as of 12/1/2022

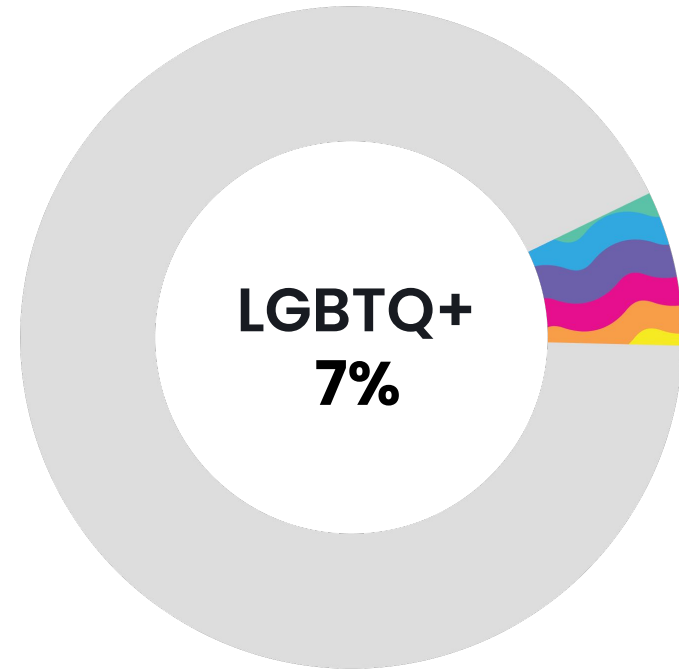
Department	Women	Men
Sales	24%	75%
Corporate	62%	36%
Lending	65%	35%
Technology	23%	76%
People Managers	37%	63%
Senior Leadership	35%	65%
Board of Directors	44%	56%

LGBTQ+ Diversity

7% of responding Caribou Crew members identify as part of the LGBTQ+ community.

We encourage everyone to share their pronouns – in person and in digital profiles – since normalizing that practice makes it safer for all. Bathrooms in both of our office hubs are designated for the gender that best describes one's own identity. Meanwhile, our LGBTQ+ Employee Resource Group is a new space for this community to gather virtually for connections, conversations and events.

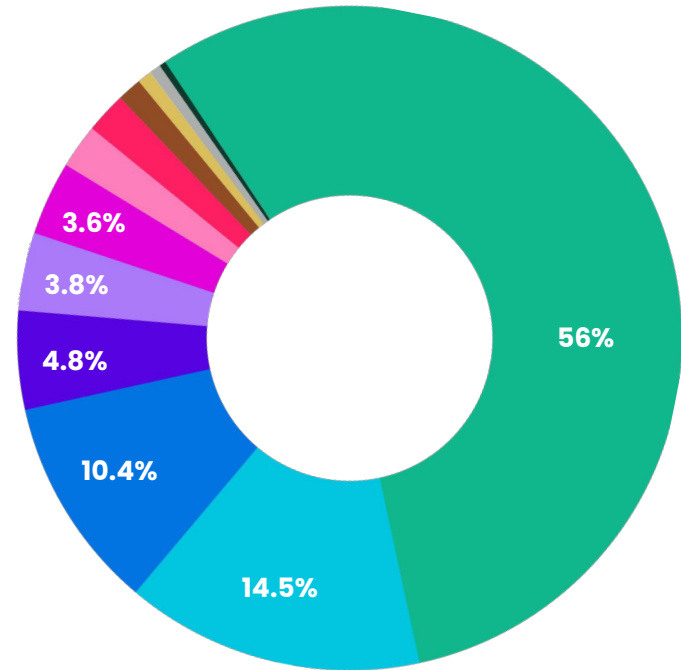
*Data as of 12/1/2022



Racial Diversity

- White (56%)
- Black or African descent (14.5%)
- Hispanic or Latinx (10.4%)
- Two or more races or ethnicities (4.8)
- South Asian (3.8%)
- East Asian (3.2%)
- Undisclosed (2.1%)
- Asian (2.1%)
- Southeast Asian (<1%)
- Other Race or ethnicity (<1%)
- Middle Eastern (<1%)
- Alaskan Native / American Indian / Indigenous American (<1%)

The Caribou Crew is racially diverse with managers, senior leadership, and the Board of Directors having an over-representation of white employees.



*Data as of 12/1/2022

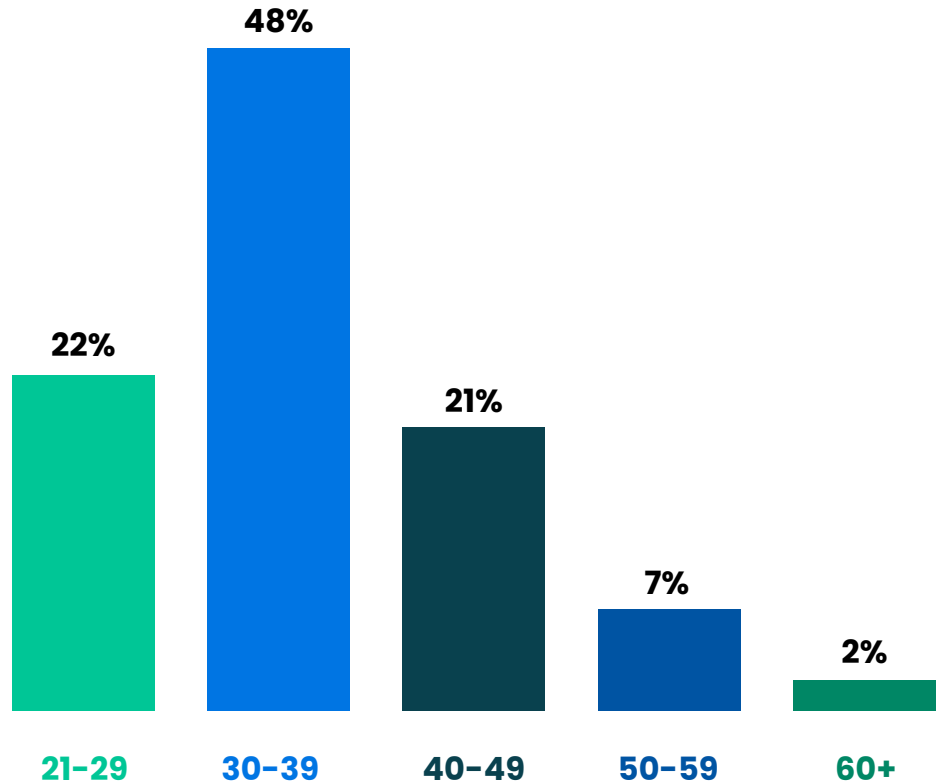
Racial Diversity

	White	Black	Hispanic / Latinx	Asian (East Asian, South Asian, Southeast Asian)	Multi-Racial	Undisclosed	Middle Eastern	Native American or Pacific Islander
All Company	56%	14%	10%	9%	5%	2%	<1%	<1%
Sales	46%	24%	13%	2%	5%	2%	<1%	<1%
Corporate	57%	11%	13%	10%	7%	2%	<1%	0%
Lending	59%	6%	6%	30%	0%	0%	0%	0%
Technology	68%	8%	3%	17%	2%	1%	0%	0%
People Managers	64%	12%	6%	2%	4%	2%	0%	1%
Senior Leadership	70%	9%	4%	13%	0%	0%	0%	4%
Executive Board	89%	11%	0%	0%	0%	0%	0%	0%

Age Diversity

Median age
of employees:

35



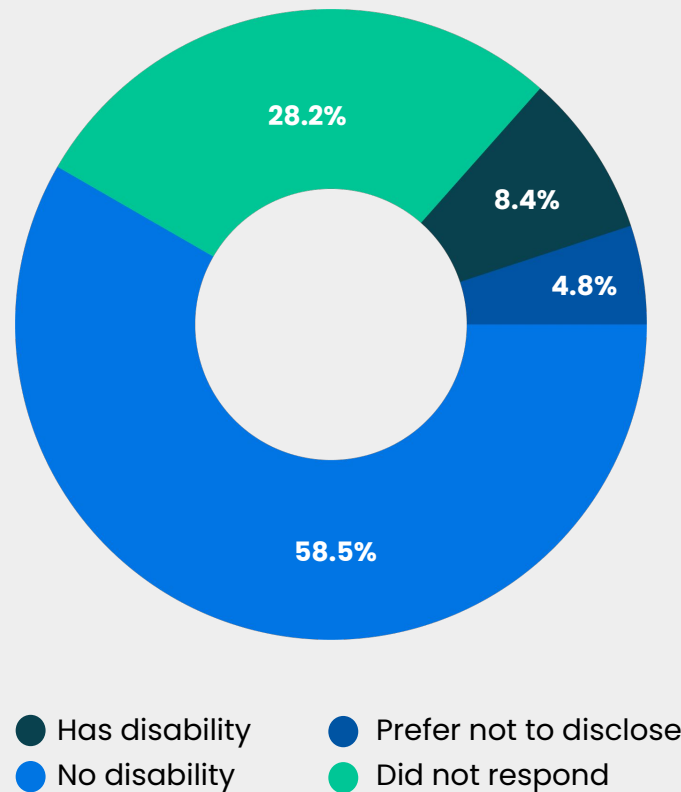
Disability

In 2022, we updated our Employee Handbook to include clear guidance for requesting workplace accommodations. We also held a training for people managers to ensure they know the process to support their team members, especially those dealing with mental wellness needs.

Mental wellness is one of the deepest tenets of Caribou's culture. This year, we increased the number of SpringHealth mental wellness sessions for all employees from 9 to 12 per year, and offered informational sessions on how to maximize the service. In May and October, two months recognizing mental health, we hosted expert-guided meditations focused on topics like "Calming Your Inner Critic," "Cultivate Compassion for Yourself and Others," and "Mindfulness for Work-Life Balance."

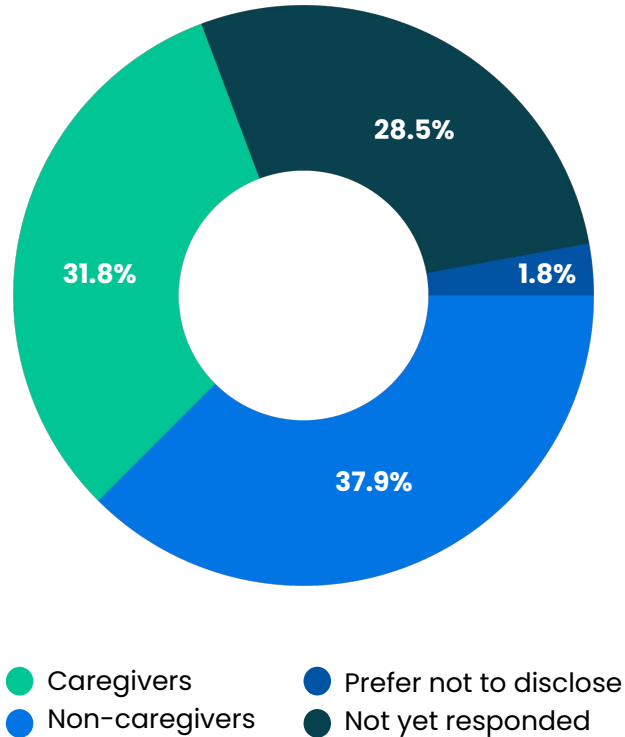
In a separate session, for the second year in a row, team members and senior leaders bravely and vulnerably shared their experiences with anxiety, depression, ADHD, learning disabilities, and eating disorders. Our newly launched Employee Resource Group for people with visible and invisible mental and physical disabilities will work on new authentic ways to bring Crew members together in empathy, understanding and support.

**Data as of 12/1/2022*



Parents & Caregivers

We support team members who care for children, parents, partners or other close loved ones. In 2022, we increased paid parental leave for all new parents of biological, adopted or foster children, and bereavement leave to assist in the event of personal loss. We're proud of the incredible work we accomplish across 36 states and four time zones while providing work-life flexibility.



*Data as of 12/1/2022

Parent & caregiver related benefits

- » 16 weeks paid parental leave for all biological, adoptive and foster parents
- » Up to 15 days bereavement leave due to pregnancy loss or the death of an immediate family member

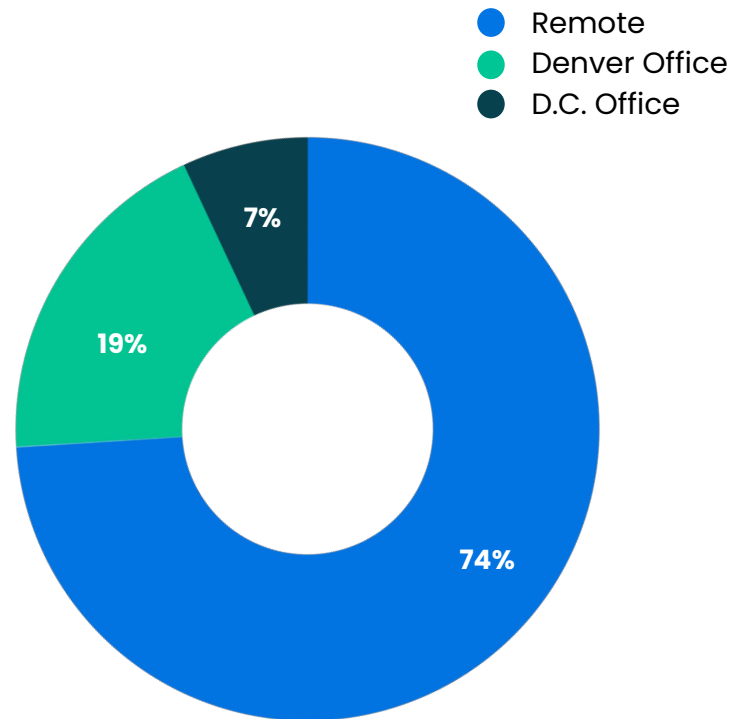
Workplace Inclusion

Caribou Crew members are given the choice* to work out of an office or from home – wherever they perform at their best. Employees who use an office two or more days a week on average are classified as “in office”; meanwhile, we regularly gather teams for offsites and collaborative working sessions.

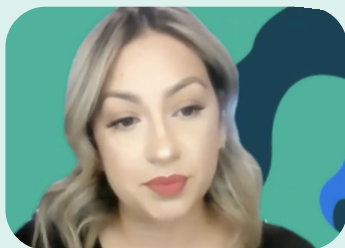
** Exception for team members whose work requires them to be in an office.*

Caribou workplace benefits

- » 20 days accrued PTO
- » 8 Volunteer PTO Hours
- » Time off for voting
- » 14 paid holidays, including:
 - Martin Luther King, Jr. Day
 - Juneteenth
 - Indigenous People's Day
 - Veteran's Day
 - +2 floating holidays



**Data as of 12/1/2022*



Employee Resource Groups (ERGs)

In fall 2022, Caribou launched our first Employee Resource Groups (ERGs) to support the many different lived experiences among our Crew, and to foster greater empathy, awareness and connection.

We compensate ERG leaders for their time because we value the positive impact their groups have on our company and the additional labor they require. Together, they're building on our history of honest, authentic diversity events to help us better understand and celebrate their communities. With the support of two executive sponsors (VP+), each group designs and organizes social and professional programming, including discussion groups, speakers, networking and professional development.

Current ERGs

- » **Women**
- » **Black**
- » **LGBTQ+**
- » **People with Mental and Physical Disabilities**

Social Impact

Each year, Caribou Crew members receive **8 Volunteer PTO hours** to support a cause they care about. On **Earth Day 2022**, our offices in D.C. and Denver hosted cleanups in local parks, and several remote employees beautified their own neighborhoods and local riverways.

In September, team members across the company donated **629 school supply items** to school districts in our office hubs. They also purchased **dozens of Play-doh sets** for the Johns Hopkins Charlotte R. Bloomberg Children's Center.

Finally, we launched the semi-annual **Sean Cowdrey "Get Better Every Day" Award** to remember our late colleague and friend. Each spring and fall, we select one Loan Officer who best demonstrates Sean's legacy of continuously striving to improve, and donate \$1,000 in their name to the Phalen Leadership Academy's Sean Cowdrey Complex, in Ohio.



Earth Day park clean up



Donation drives



Sean Cowdrey Award



© 2022 CARIBOU FINANCIAL, INC. ALL RIGHTS RESERVED.