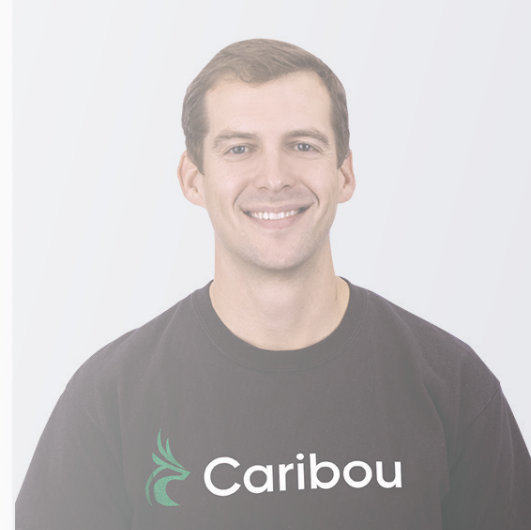




Diversity Report

Q4 2021

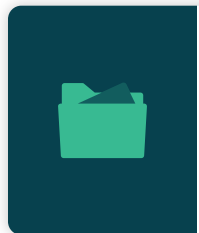


Diversity Report

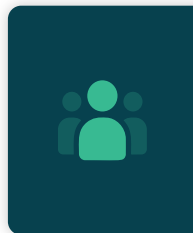
At Caribou, two of our core values are **See People as People** and **Take Care of Each Other**. We are committed to building diverse teams, along with mentoring and promoting talent from within when possible.

As a part of our commitment to these values, in 2020 Caribou launched a Diversity and Inclusion Council with the goal of ensuring everyone in the company felt a sense of belonging and could do their best professional work.

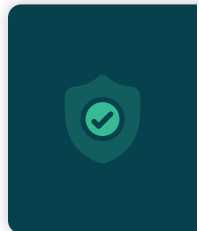
D&I Council created a multi-pillared action plan, with a focus on:



Collecting our diversity data



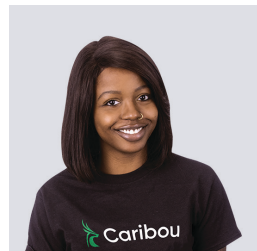
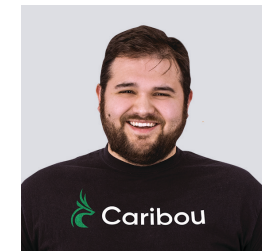
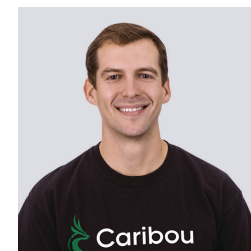
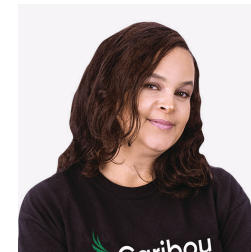
Improving our sourcing and hiring processes



Ensuring fair company policies



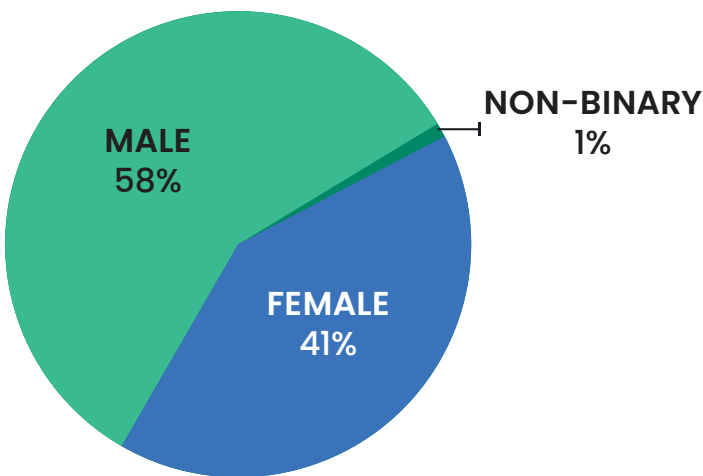
Increasing the programming and education around an inclusive workplace



Gender Diversity

Gender and racial diversity metrics reflect categories required by the Equal Employment Opportunity Commission. Currently our systems only support capturing legal gender as specified by either Female or Male. Caribou knows that gender exists across a spectrum. We support our non-binary employees and encourage all employees to share their preferred personal pronouns at work.

METRICS

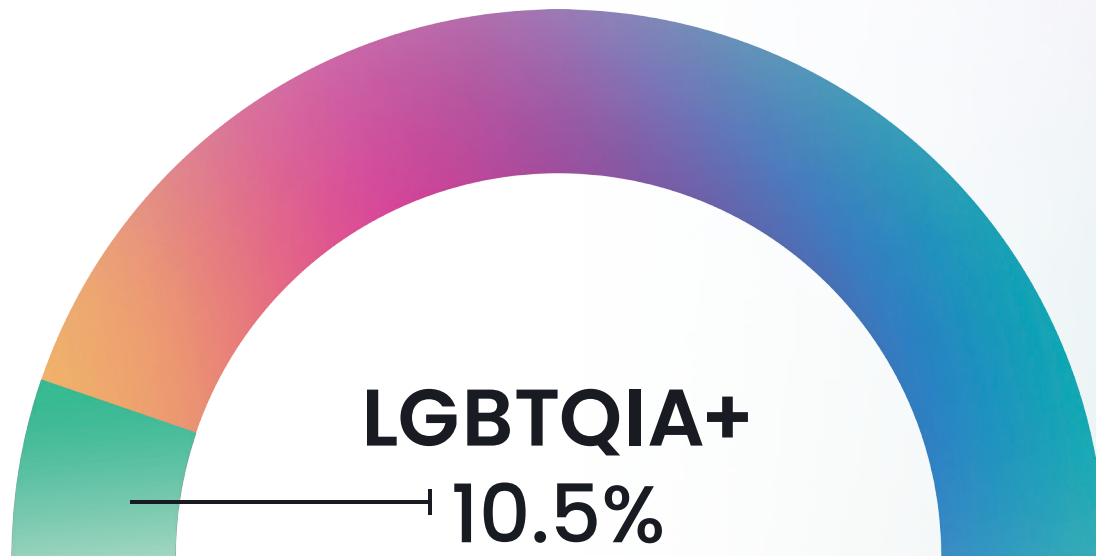


	FEMALE	MALE
BUSINESS OPERATIONS	39%	61%
CORPORATE	72%	28%
TECHNOLOGY	23%	77%
SENIOR LEADERSHIP	33%	67%

LGBTQIA+ Diversity

Caribou's most recent Diversity and Inclusion Survey, from July 2021, showed that 10.5% of responding team members self-identified as part of the LGBTQIA+ community.

METRICS



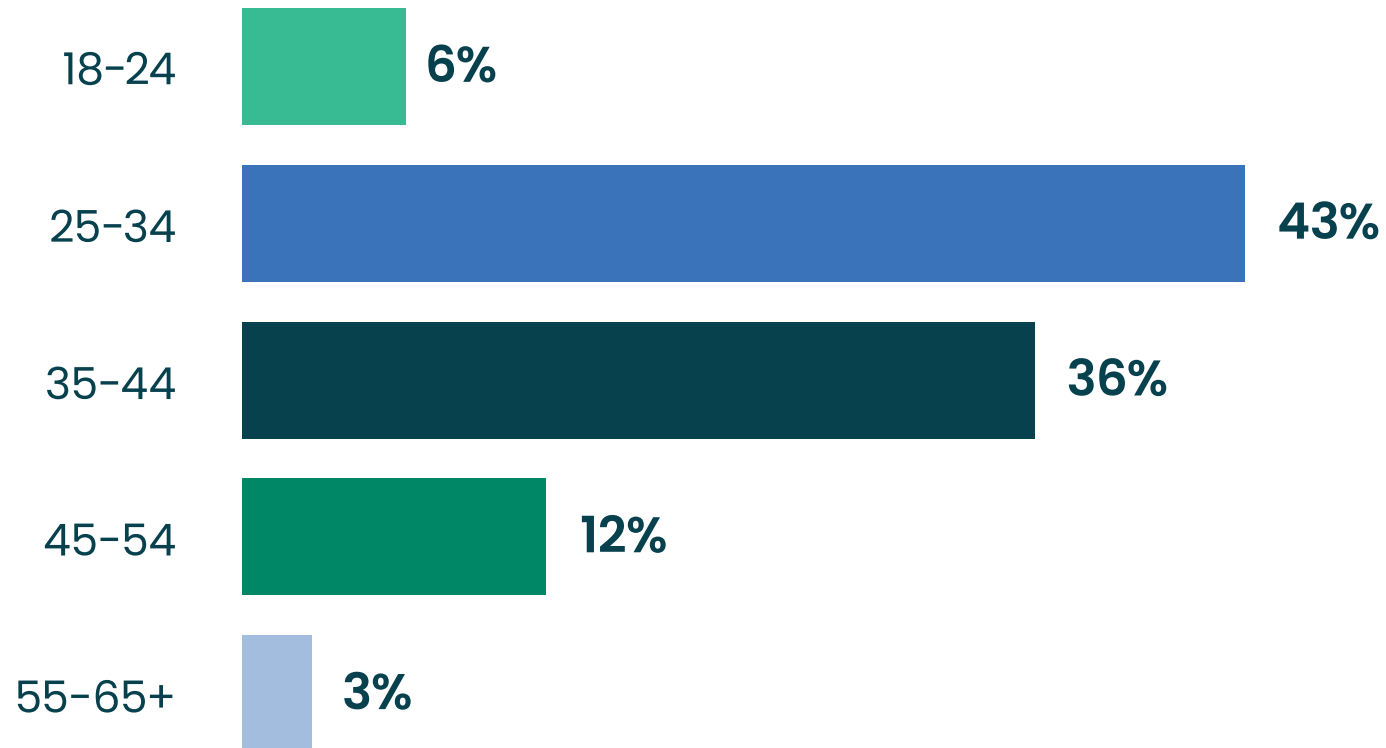
Racial Diversity

METRICS

	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	MULTI- RACIAL	OTHER RACES	WHITE	UNSPECIFIED
ALL COMPANY	7%	18%	15%	8%	1%	48%	3%
BUSINESS OPERATIONS	5%	19%	19%	10%	1%	44%	3%
CORPORATE	8%	19%	9%	5%	--	54%	6%
TECHNOLOGY	16%	12%	5%	4%	--	61%	2%
SENIOR LEADERSHIP	17%	11%	--	6%	--	56%	11%

Age Diversity

METRICS



Median age
of employees:

36



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