



## Diversity, Equity and Inclusion Intentions and Goals

Carium desires to reflect the full spectrum of experiences and perspectives in healthcare. That means understanding and committing to the principles of diversity, equity, and inclusion (“DEI”).

### What do each of the DEI terms mean to Carium?

**Diversity** - Diversity is the presence of individuals with different backgrounds and characteristics. The presence extends to all perspectives, backgrounds, and identifications. Just giving an invitation does not mean that change will happen or has happened though.

**Equity** - Equity is providing everyone with the same opportunity to participate and succeed by removing barriers that create disparities. Equity goes beyond just treating everyone the same. Equity also calls for taking differences in background and other circumstances into account.

**Inclusion** - Inclusion is about fostering a sense of belonging and creating an environment where everyone is an actual part of the group. Efforts should be made to help each person be and feel comfortable, which includes respecting all perspectives as well as offering the freedom for all to contribute. No person will be criticized or reproached for contributing.

### What Do We Want?

Carium wants to foster an internal and external environment where DEI guides our efforts to improve health and wellbeing for patients and care teams. Carium recognizes that the only way to achieve its goals is through the participation of all voices and perspectives. Carium wants to support the advancement of these goals and will self-monitor to keep on track.

### How Will We Get There?

Carium commits to the following to begin making its DEI goals a reality:

- ▶ Enhancing the representation of all backgrounds on our team by using more than the usual or typical recruiting efforts;
- ▶ Recruiting members to our Board who reflect different experiences and values;
- ▶ Seeking feedback on the design and use of our platform to make it accessible to all users, including underserved patient populations and various ability levels;
- ▶ Working with our partners and customers to increase patient access to appropriate services; and
- ▶ Encouraging open discussion of opportunities and concerns, which includes inviting guests to educate our team along with fostering conversations.

Carium will regularly revisit the goals and concepts identified in this statement to ensure that the DEI goals are living and breathing. Carium hopes to be part of the larger effort to improve DEI initiatives and goals across the healthcare landscape.