



# Care for Ukraine

At Karo, we express our deepest concern and empathy for the Ukrainian people and we strongly condemn Russia's invasion of Ukraine.

As one of our core values, CARE is at the heart of everything we do. We care about people's health and well-being and in these difficult times it is more important and natural than ever to reach out with a helping hand.

These are some of the initiatives Karo does to help and support the people caught up in the Ukraine conflict:

## **Healthcare product donations**

Karo will donate specific products to fulfill important sanitary needs. In this acute phase it is critical to secure that our deliveries reach war zone areas and people with the biggest need of support.

We have so far donated 12 000 Decubal Hand Wash via the professional aid organization, Human Bridge, who has direct access into Ukraine across the border. We are sending 24 000 DAX Alcolgel Hand Sanitizer to be distributed into Ukraine by a Ukrainian state-owned trading company. As soon as we have confirmed this route and the delivery, we will ship further approx. ten full trucks of hygiene product supply.

Our aim is also to donate pain relief medication and Karo is in close dialogue with the Swedish Authorities and industry organizations to enable a compliant, safe and responsible transport and delivery of the goods.

## **Care for the citizens of Ukraine**

Karo will further redirect and extend its charity program to support the people of Ukraine. In March the entire Karo community are invited to participate in a fund-raising initiative where we combine employee engagement, exercise and doing something good together for a good cause. Each contribution of exercise counts and will be translated into a cash donation to the Ukrainian Red Cross by Karo.

## **Care for refugees**

Hundreds of thousands of refugees flee Ukraine as war rages on. Karo has opened up a fast-track processing of applications for open positions and offers help to relocate the family to any of our locations in the Nordic countries, Germany or the Netherlands. We will also be prepared for local product donations in any country of our direct presence at immigration arrival.

## **Care for our employees and business partners**

Karo's business exposure to Russia and Ukraine is very limited with no CMOs nor direct business in neither country. Nevertheless, our thoughts are with all of those affected by the war and the enormous suffering it brings.

Karo does however have employees in several countries that border Russia and we're closely monitoring the situation and stay in close contact with our colleagues and partners in this region to support in any way possible.

For our small business via distributors in Russia we are committed to comply with all sanctions requirements and we continue to monitor the latest guidance. Currently any new projects with Russian companies have been stopped.

We will continue to monitor the situation and take additional actions as needed. We sincerely hope that this terrible war is soon to be over!

The Karo Pharma team  
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