

CAREY F. JAROS, Independent Director



Age: 46

Director Since: Sept. 2020

Committees

- Compensation (*since July 2022*)
- Audit and Risk (*Sept. 2020 to July 2022*)

Career Highlights

Since Oct. 2014, she has served in various executive positions at **GOJO Industries, Inc.**, a global manufacturer of hand hygiene and surface disinfecting products and the maker of PURELL® brand Hand Sanitizer, including as President and Chief Executive Officer (*since Jan. 2020*), Chief Operating Officer (*July 2018 to Jan. 2020*), Chief Strategy Officer (*May 2016 to July 2018*), and a member of the Board of Directors of GOJO (*since Feb. 2019*). She also served as President of the private family office for GOJO's owners, Walnut Ridge Strategic Management Company, and was a member of GOJO's Board of Directors, and a Board Director for several other portfolio companies, while in that role (*Oct. 2014 to Apr. 2016*).

From Apr. 2011 to Oct. 2014, she was employed at **Dealer Tire**, a tire and parts distributor for automotive OEMs and Dealers, as Vice President, OEM Programs (*Feb. 2014 to Oct. 2014*) and Vice President, Strategy, Business Development and Finance (*Apr. 2011 to Feb. 2014*).

June 2000 to Apr. 2011, she served in various roles at **Bain and Company**, a management consulting firm, including Senior Manager where she led consulting projects in retail and consumer products.

Public Company Boards

None

Other Information

Ms. Jaros is a past board member of ESOP ACRT Services Inc. and has been a board member and advisor to more than a half-dozen private companies, including edtech startup WISR Inc. and personal care startup Aunt Flow.

She received a Bachelor of Arts in Law & Public Policy from Brown University, and a Master of Business Administration from Harvard Business School.

Skills and Qualifications Relevant to Service on our Board

- Possesses substantial **executive management** expertise on a broad range of management topics, including developing corporate strategy, recruiting and developing a senior executive team, assessing emerging industry trends as well as optimizing business operations.
- Developed extensive knowledge as a **global consumer and industrial products leader** throughout her career. At GOJO, the PURELL omnichannel and consumer business directly reports to her, including sales to all U.S. retailers and through e-commerce. At Bain, she spent more than 10 years primarily advising **retail, consumer products** and industrial sectors, including numerous public and private companies involved in food manufacturing and production.
- Oversees direct reports leading **brand and consumer marketing** since 2016 at GOJO, including responsibility for the marketing organization and leadership of brand strategy matters.
- Led a massive **supply chain** systems redesign following the COVID pandemic, including facilities, systems and equipment, to drive **high-growth** by more than doubling global production in a short time across North America and Europe. Redesign and scaling the business for significantly higher demand included overseeing the implementation of significant **automation technology**, including a state-of-the-art material handling system for distribution operations and similar to what is used

by major retailers and distributors in retail and consumer goods industries.

- Developed **financial and accounting expertise** through executive roles, including debt restructuring and refinancings, and previously was determined by our Board to be an audit committee financial expert during her service on our Audit and Risk Committee.
- Is a member of GOJO's **sustainable value steering team**, and serves as co-sponsor of GOJO's **DEI team** that drives its strategy.
- **Private board service and advisory roles** provide additional governance, compensation and strategic oversight experience.