

Welltech values & behaviors

WE GROW TOGETHER

#collaboration #growth mindset

— **Collaborate across teams**, relying on collective expertise, partnership and meaningful connections, assuming positive intent.

— Encourage lifelong learning, self-reflections, and feedback, **empowering one another to be our best selves.**

— **Allow yourself to fail** and learn from mistakes while aspiring toward excellence.

— **Be curious** and challenge the status quo being open to new.

— **Embrace ambiguity** and stay positive through challenges.

WE DRIVE RESULTS

#ambition #accountability

— Be **engaged around a clear mission.**

— **Set measurable, yet ambitious targets** aligned with desired outcomes.

— **Prioritize common goals and team impact** over personal ego when making decisions.

— **Be accountable** and own the results and learnings.

— **Focus** on what matters most.

— **Celebrate even small wins**, while always remaining hungry for more to fuel a shared belief in success.

WE LEAD BY EXAMPLE

no matter what your role is

#inclusion #trust #care

— **Show genuine care** for Welltech diverse individuals, and respect for their wellbeing.

— **Walk the talk** in every action to inspire trust.

— **Encourage autonomy** when choosing the best way to deliver.

— Foster **open communication**, practice active listening.

— Cultivate **inclusive spaces** where everyone can grow, express their thoughts, concerns, and ideas while truly feeling that they belong.

— **Recognize talented individuals** who live our behaviors and contribute to our people's and company's success.

WE ARE WELL-MAKERS

#user_centricity #innovation #impact #sustainable_habits #stay_active

— Truly **care about helping people maintain an active, healthy lifestyle through innovative products.**

— **Put our users first** and act with integrity by always having their best interests in mind.

— **Utilize data and metrics to understand users' needs**, take time to study our user's pain points, stay updated on industry trends, and constantly challenge ourselves to improve our user experience.

— **Take care of ourselves** knowing that helping the world stay active and healthy has to start with us.

— **Make an impact and create value** for our users, colleagues, founders, and society on the whole with every business decision we make.