

## Philanthropy Policy

We are committed to investing in our communities through a variety of philanthropic engagements. We actively engage in the broader community through programs such as a nationwide blood drive, an annual large-scale collection event for electronic waste recycling, Thanksgiving food drives, building houses for Habitat for Humanity, volunteering to maintain local nature preserves and an employee matching charitable contribution program.

Additionally, part of our philanthropic commitment is investing in our communities and future leaders. We seek to address issues and needs aligned with our goals and objectives through encouraging employees' individual commitment to philanthropy through a match program for charitable contributions. As part of our philanthropic efforts and through our matching charitable contribution program, we provide financial assistance to programs that address the following:

- Food Insecurity
- Poverty
- Homelessness
- Immigrant Services
- Environmental Conservation
- Social Sustainability
- Health and Wellness

All recipients of our charitable contributions must be a registered non-profit organization, certified school, hospital, or other academic or social institution. We will not make charitable contributions to individuals or religious organizations or organizations that discriminate on the basis of race, color, ethnicity, creed, religion, gender, gender identity and/or expression, national origin, citizenship, ancestry, sexual orientation, age, pregnancy, disability or political affiliation.