



## **Corporate Philanthropy Policy (Contributions Policy)**

### **XIII-26. Contributions**

#### **Objective**

To fulfill The Greif Way charge to 'use financial, natural and human resources wisely without compromising the ability of future generations to meet their needs' by efficiently and effectively providing financial support to established 501(c)(3) (or international equivalent) charitable organizations in communities where Greif has operations. Focus areas are educational, health and social service organizations.

Corporate giving will be administered through three primary sources: the Greif Foundation, direct Community Giving, and Employee Matching Gift program. Greif facilities outside the U.S. may support programs relevant to their respective manufacturing, colleague or community interests and are aligned to our three focus areas of giving.

#### **Greif Foundation**

##### **Purpose**

The Greif Foundation, established in 2013, is operated exclusively for charitable and educational purposes as defined in Section 502(c)(3) of the Code. Assistance may be provided to support the communities where our colleagues live and work in order to create positive and lasting social, environmental and economic impacts across the world.

##### **Governance**

The Greif Foundation is administered by a three-member Board of Directors including the Chief Legal Officer, Chief Financial Officer and Chief Marketing and Sustainability Officer of Greif.

##### **Budget**

Each year \$100,000 will be earmarked from the Corporate Philanthropy budget to fund the corpus of the Greif Foundation, with a goal of obtaining a corpus of \$2 million by 2027. The Greif Foundation will also be available to supplement the company's direct Community Giving in the event of a lean year for net income.



## **Disbursement**

Contribution requests of \$25,000 or greater are eligible for consideration by the Greif Foundation. Preference will be given to requests in one of the three focus areas – education, health, social service.

## **Community Giving**

### **Purpose**

Direct community giving is intended to support local causes that improve the quality of life in communities where the company has operations. Contributions must be in one of the three focus areas – education, health, social service – and increase the name recognition and reputation of the Greif brand and/or improve talent recruitment/colleague retention.

### **Governance**

Corporate-level community giving is administered by a Contributions Committee with responsibility to accept and review requests and either approve or deny. The Committee will be chaired by the Corporate Public Relations Specialist and will consist of seven voting members including the following:

- A member of the Corporate Communications team
- A member of the finance team
- A member of the HR team
- Representatives from two of the business segments
- Operations representative
- Non-US representative

The Committee will be governed by the Chief Marketing and Sustainability Officer who will serve as the Executive Sponsor and the Director, Corporate Communications who will serve as Advisor. Membership on the Committee is for a minimum of two years on a rotational basis. This Committee meets quarterly to review requests and establishes the annual budget in November/December. The Committee is responsible for ensuring that supported organizations and programs fall within the contribution policy and guidelines.

### **Budget**

The Contributions Committee establishes the annual budget, based on prior year's support and the coming year's plan and requests, in December.

Each year, a portion of the budget will be earmarked for the following:



- \$100,000 to fund the corpus of the Greif Foundation. In turn, requests of \$25,000 or greater may be considered for support from the Greif Foundation
- Champions Give Back program
- Colleague Gift Match
- Colleague Engagement Days

Monies not spent during the year will be directed to the corpus of the Greif Foundation by October 31. Contributions may include cash and/or in-kind product donations.

### **Disbursements**

Any business units or locations requesting funding assistance must submit a completed Contributions Request Form to the Corporate Public Relations Specialist for consideration by the Contributions Committee before the end of each quarter.

Preference will be given to organizations with which Greif colleagues are affiliated or receive support. If a colleague is on the Board of Directors of an organization, consideration and level of support will be prioritized by the following levels:

- Tier one – a member of Greif’s executive leadership team
- Tier two – a member of Greif’s leadership council
- Tier three – colleague’s years of service

Commitments will be made to the following core organizations, and efforts will be made to place a Greif colleague on the Boards of these respective organizations:

- Recreation Unlimited – social service
- United Way of Delaware County – social service
- American Cancer Society – health and wellness and education
- Pelotonia – health and wellness
- American Red Cross – social service

The above organizations will be re-evaluated by the Contributions Committee at the beginning of each fiscal year as a part of the annual philanthropic budget review process. Organizations will be added or deleted from the list based on management priorities, legacy commitments, as well as current philanthropic priorities.

Multi-year commitments will be considered on a case-by-case basis, with preference given to core organizations or organizations with which Greif colleagues are affiliated.



## **Colleague Gift Match**

### **Purpose**

The Colleague Gift Match program provides colleagues the opportunity to support organizations of their choosing and encourages them to make an individual, positive contribution to their local communities.

### **Governance**

Colleague Gift Matches will be administered by the Corporate Communications Department or third party designee. In addition to the Exclusions sections of this policy, the Gift Match program cannot be used to the benefit of an individual or a Greif colleague, including but not limited to:

- Gifts for travel expenses for individuals
- Payment for tuition or books
- Payments to satisfy legal obligations
- Payments to satisfy medical claims

Gifts must be personal contributions actually made (not merely pledged).

### **Budget**

Total company matching will not exceed \$50,000 annually.

### **Disbursements**

The company will match eligible colleague contributions dollar-for-dollar up to \$500 per year. Colleagues may request matching funds up to 10 times annually.

Professional colleagues may request matching funds via the Community Giving Portal link on the homepage of InsideGreif. Operations colleagues should submit a Matching Gift Request Form and a receipt or copy of the donation check to the Corporate Communications Department.

## **Community Volunteer Match**

### **Purpose**

Greif appreciates the contributions our colleagues make in their local communities through volunteer activities. We honor our colleagues' spirit of service and seek to support their volunteer efforts through the Community Volunteer Match program.

### **Program**



All active global colleagues are eligible for a Community Volunteer Match. Greif will provide a volunteer grant of \$10 per hour of volunteering with an approved organization, with a minimum of 5 hours required. Once the minimum number of volunteer hours have been reached, Greif will provide a volunteer grant of \$10 per hour thereafter.

The volunteer hour match will be applied to the colleague's annual matching gift limit of \$500 (inclusive of both donation and volunteer hour matching gifts). Each colleague is responsible for submitting their own volunteer hours through Greif's Community Giving Portal, located on the home page of Inside Greif. All volunteer hours are subject to review and approval and can be denied if the hours submitted cannot be verified.

The hours do not have to be earned at one activity or agency; they can be accrued throughout the year at various eligible volunteer opportunities. However, the donation Greif makes on a colleague's behalf must go to only one eligible 501 (c)(3) nonprofit organization.

### **Ineligible Activities**

The following activities fall outside of program guidelines:

- Fundraising, either short-term or long-term including soliciting funds or products
- Participation on athletic teams (coaching, playing, etc.)
- PTO or school meetings
- Attending professional, religious, or personal interest conferences or meetings

### **Exclusions**

Greif will provide financial support only to established 501(c)(3) (or international equivalent) charitable organizations in communities where Greif has operations.

Organizations must be in good financial and public standing and manage nondiscriminatory programs benefiting broad segments of the community.

Contributions will not be made for the purposes listed below:

- Personal memberships or dues to charitable organizations (including but not limited to Rotary, Lions, Kiwanis, etc.)
- Personal giving requirements of a board membership
- Private foundations under the Internal Revenue Service Code 509
- Charitable support of individuals or any form of personal financial assistance
- Fees or expenses for conferences, seminars, trips, tours or similar group or individual activities



- Support for places of worship - such as churches, synagogues, temples, and mosques
- Political activity of any kind including contributions to political campaigns, political action committees or lobbying organizations
- Labor organizations, or fraternal, athletic and social clubs or programs
- Organizations that discriminate based on the basis of race, color, creed, gender or national origin

### **Business Unit Contributions**

Business units are encouraged to consider charitable giving directly in their respective communities provided they align with business purposes and the corporate philanthropy policy. Funds for community donations should be budgeted. Any business units or locations requesting corporate funding assistance must submit a completed Contributions Request Form to the Corporate Public Relations Specialist for consideration by the Contributions Committee. Corporate assistance may be available, but not counted upon.