

MONSTER ENERGY CARES MATCHING GIFTS PROGRAM

As a complement to our ongoing philanthropic efforts, and Monster Energy's commitment to support and encourage employees to contribute to charitable organizations, Monster Energy offers eligible employees the opportunity to participate in the Matching Gifts Program.

Participant Eligibility

All regular, full-time employees are eligible to participate. Non-employees and part-time, temporary, interns and contracted employees are not eligible to participate in this program.

Matching Gifts Eligibility

All donations are subject to approval and must meet the following minimum guidelines:

- Donations must be a personal gift from the employee's personal funds. Donations must be paid, not just pledged. Proof of payment must be submitted with the Matching Gift Form for processing.
- The minimum employee donation eligible for matching is \$50.00.
- Eligible donations are matched on a dollar for dollar basis, up to a maximum of \$500.00 per employee per calendar year. For employees making several donations, gifts will be matched in the order they are received, up to the maximum limit for the calendar year.
- The maximum annual aggregate corporate match by the Monster Energy Cares program will be designated each calendar year. Once this amount is reached, the Company will notify employees and no further employee contributions will be matched for the year.
- Employee donations must be in the form of cash, check or credit card. No other form of personal or real property is eligible for the match program.
- All matching requests must be submitted within 90 days of the employee's donation (45 days if calendar year end). Untimely matching requests will not be processed.

Eligible Organizations

Monster Energy will match donations of most 501(c)(3) nonprofits, including:

- Charitable organizations
- Educational institutions
- Arts & cultural organizations
- Health and human services organizations
- Environmental organizations
- Civic and community organizations
- Select other 501(c)(3) organizations
- Monster Energy Cares program

Forms and information are available on the Monster Employee Portal. If you have any questions, please contact MECares@monsterenergy.com.